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ABSTRACT

Statistical data on full-time Canadian university teachers from 1856 to 1979 are presented. Chapter one focuses on the age structure of Canadian university teachers, discussing areas such as academic rank distribution and salary structure. Chapter two provides an overview of some of the characteristics of full-time university teachers such as the growth pattern by universities and provinces over a 23-year period, as well as by major teaching field and selected disciplines. The six appendices contain supporting historical trend data (age, rank, previous employment, and the geographic area of first degree and of citizenship) and include some technical notes about the data and their use. Tables provide information in areas such as salary, teaching field, doctoral qualificaitons, rank distribution, and placement structures. Two articles by the author, "The Age Structure of Canadean University Teachers and Its Implications," and "Some Characteristics of Full-Time University Teachers, 1956-57 to 1977-78" are both reprinted in the main body of the text. (LC)

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Three Decades of Full-time Canadian University Teachers: A Statistical Portrait

Prepared for the

.Tenth Anniversary Meeting of
the Canadian Society for the
Study of Higher Education

Montreal, Quebec
June 5-8, 1980

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Preface

The theme of the Tenth Anniversary Meeting of the Canadian Society for the Study of Higher Education - Janus 80 - is reflected in this study, for it provides historical perspective, and at the same time, looks into the future. It was originally intended as a supporting document to Volume III of the Commission on Canadian Studies. Since the latter has yet to be published, it seemed advisable to make the statistical series available now.

Regular Statistics Canada publications do not deal with faculty characteristics by discipline in so comprehensive a fashion. As well as a snapshot of the major variables in 1977-78, time series for new appointments back to 1971-72 are also included. The projections are an additional feature, but they must not be regarded as predictions and are statements of probability within a given environment or context.

Two recent articles by the author, "The Age Structure of Canadian University Teachers and Its Implications" (Interchange on Education Policy, Volume 10, Number 3, 1979-80) and "Some Characteristics of Full-time University Teachers, 1956-57 to 1977-78" (Canadian Statistical Review, July, 1978) are both reprinted in the main body of the text.

The six appendices contain supporting historical trend data, (age, rank, previous employment, and the geographic area of first degree and of citizenship), and Appendix F provides some technical notes about the data and their use.

This monograph would not have been possible without the diligent efforts of Françoise Jean-Marie of the Education, Science and Culture Division, and Mrs. Ella Kealey. Mrs. Kealey's accuracy and commitment deserve special recognition, as well as the devotion of Christine Jolicoeur to finalize the study.

It is anticipated that this report will be released as a formal Statistics Canada publication during the summer of 1980.

Chapter 1

The Age Structure of Canadian University Teachers and Its Implications

During the late 1950s and early 1960s, the academic community expressed concern about the future of Canadian universities. The university enrolment projections of Sheffield (1966, and earlier versions), the financial implications presented by the Bladen Report (1965), and the importance the Economic Council of Canada (1965) placed on investment in human capital prompted substantial financial involvement by the federal government in post-secondary education (Bertram, 1966). Provincial governments, too, became increasingly aware of the social and economic benefits of their post-secondary institutions (Monroe, 1976). And Canadian society at large strongly supported these governmental initiatives and involvement in education.

Today the university community is approaching a different crisis, perhaps an even larger and more complex one than the enrolment and financial crisis of the sixties. The retrenchments in both federal and provincial expenditures for social programs, especially in education, and the current absolute decline in university enrolment have created immense difficulties for the university community. This chapter focusses on a specific aspect of this dilemma, the age structure of Canadian university teachers and its implications.

Age Structure of Full-Time University Teachers

After rapid enrolment growth during the last decade and a more moderate increase during the seventies, demographic developments may cause an absolute decline in the number of full-time students beginning in the early 1980s. The size of the 18-24 age group, which provides about 80% of full-time university students, will start to drop around 1982 from a high of almost 3.4 million that year to about 2.6 million by 1992. Without a marked change in the enrolment rate of this age group, the number of full-time students is likely to decline by 2.5% over the decade (Zsigmond, 1977).(2) This decline might lead to a corresponding reduction in the number of university teachers.

To cope with the unparalleled increase in full-time-equivalent enrolment from 156,000 in 1962/63 to 440,000 in 1977/78 the number of full-time-equivalent university teachers increased from 10,000 to 40,400 (Table 1). Part of this increase was due to the growth of professional and graduate education, which was very marked during this period. This was reflected in the substantial decline of the student-teacher ratio, from 15.6 to 1 in 1962/63 to a low of 10.7 to 1 in 1972/73, and since then has levelled off. (In 1977/78 and 1978/79, unversity enrolment experienced an unexpected absolute decline in many universities.)

The number of part-time teachers (including teaching assistants) at Canadian universities and the number of courses they teach are not known. Consequently, it is necessary to rely on estimates that might seem reasonable to the authors but not to others. With the expansion of graduate education, graduate assistants and post-secondary students have been increasingly involved in teaching and research.

As a consequence of the explosive expansion, the age distribution of full-time university teachers has assumed distinct characteristics. In

Table 1

Student-Teacher Ratio at Canadian Universities, 1962-63 to 1977-78

	Full-time Equivalent Enrolment	Full-time Equivalent University Teachers	Student-Teacher Ratio
1962-63	155,781	9,983	15.6
1963-64	176,935	11,406	15.5
1964-65	198,849	13,256	15.0
1965-66	228,585	15,106	15.1
1966-67	258,600	17,992	14.4
1967-68	286,107	20,878	13.7
1968-69	299,732	23,580	12.7
1969-70	334,815	27,299	12.3
1970-71	361,661	30,755	11.8
1971-72	374,823	33,654	11.1
1972-73	372,673	34,669	10.7
1973-74	385,844	35,512	10.9
1974-75	403,589	37,428	10.8
1975-76	431,400	38,125	11.3
1976-77	440,158	39,560	11.1
1977-78	439,950	40,378	10.9

Note: The student-teacher ratio includes part-time teachers converted to full-time equivalent by a ratio of 4 to 1. The number of part-time teachers has been estimated. Full-time equivalent enrolment data for undergraduate and graduate students have been derived by using a 3 to 1 ratio for part-time students.

Source: If not otherwise indicated, information in the text and tables was derived from published and unpublished Statistics Canada data. The estimates have been developed by the author based on past and current trends, and occasionally incorporate anticipated developments.

1978-79, the overwhelming majority (82.7%) were between 31 and 55, and 90.5% were younger than 55 (Table 2). Only 3.2% were between 61 and 65. Although developments in most Western countries have been similar, Canada's university teachers are particularly young (Duckenfield, 1976, Skoie, 1976).(3) As an illustration, in 1973/74, 32.5% of U.S. faculty members were older than 50, compared with 14.1% in Canada.

As can be expected, the age distribution of full-time university teachers varies by rank: close to 50% of the associate professors are younger than 40, and at the assistant professor rank this proportion is more than [illegible]5%.

An obvious consequence of this age structure is the limited availability of replacement positions, which depend on retirement, mortality, and mobility. (No attempt has been made to quantify morbidity, e.g. disability of full-time university teachers, and it has been assumed that the number is small.) Because of the youth of the faculty, the potential retirement rate at Canadian universities over the coming decade will be low: in the next five years, only 2.8% of the full-time teachers will reach the normal retirement age of 65 (Table 3). This means that only 875 full-time teaching positions will open through retirement. It is estimated that about 725 more positions will be available over the next five years on account of mortality. Consequently, retirement and mortality together will create an estimated 1,600 replacement positions, or an average of 320 openings per year.

The possibility of financial savings and an anticipated absolute decline in full-time-equivalent enrolment might cause universities to fill these positions

Table 2

The Age Structure of Full-time University Teachers by Age Group and by Province, 1978-1979

Age Group	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta	B.C.	TOTAL
Younger than 31	51 (6.3)	8 (6.7)	167 (10.1)	132 (12.3)	822 (12.3)	765 (6.0)	107 (6.5)	93 (6.6)	190 (6.7)	158 (5.3)	2,493 (7.8)
31 - 35	199 (24.5)	20 (16.7)	364 (22.1)	215 (20.0)	1,638 (24.6)	2,152 (16.8)	309 (18.8)	219 (15.6)	494 (17.5)	519 (17.5)	6,129 (19.2)
36 - 40	223 (27.5)	30 (25.0)	374 (22.7)	252 (23.5)	1,366 (20.5)	2,867 (22.4)	384 (23.3)	284 (20.2)	658 (23.3)	677 (22.8)	7,115 (22.3)
41 - 45	129 (15.9)	15 (12.5)	258 (15.7)	169 (15.8)	1,107 (16.6)	2,400 (18.8)	298 (18.1)	258 (18.4)	551 (19.5)	551 (18.5)	5,736 (18.0)
46 - 50	85 (10.5)	26 (21.7)	187 (11.4)	148 (13.8)	756 (11.3)	1,916 (15.0)	218 (13.2)	213 (15.2)	392 (13.9)	417 (14.0)	4,358 (13.6)
51 - 55	70 (8.6)	11 (9.2)	130 (7.9)	75 (7.0)	502 (7.5)	1,307 (10.2)	169 (10.3)	166 (11.8)	295 (10.4)	334 (11.2)	3,059 (9.6)
56 - 60	33 (4.1)	6 (5.0)	93 (5.6)	51 (4.8)	284 (4.3)	899 (7.0)	95 (5.8)	99 (7.1)	174 (6.2)	206 (6.9)	1,940 (6.1)
61 - 65	19 (2.3)	3 (2.5)	66 (4.0)	31 (2.9)	159 (2.4)	449 (3.5)	65 (4.0)	61 (4.3)	72 (2.6)	109 (3.7)	1,034 (3.2)
Other than 65	3 (0.4)	1 (0.8)	8 (0.5)	- -	30 (0.5)	42 (0.3)	- -	11 (0.8)	1 (0.0)	2 (0.1)	98 (0.3)
TOTAL	812 (100.0)	120 (100.0)	1,647 (100.0)	1,073 (100.0)	6,664 (100.0)	12,797 (100.0)	1,645 (100.0)	1,404 (100.0)	2,827 (100.0)	2,973 (100.0)	31,962 (100.0)
Provincial Percentage of Total Faculty	2.4	0.4	5.2	3.4	20.9	40.0	5.2	4.4	8.8	9.3	100.0

NOTE: For Quebec universities, 1977-1978 data have been used, and for 34 faculty members, the age was not reported.

Table 3

Projected Replacement Positions Available for Full-time University Teachers, 1978 to 1987

Year	Retire-ments (No.)	Retire-ment Rate (%)	Mortality (No.)	Mortality (%)	Total Replace-ment (No.)	Replace-ment Rate (%)
1978	153	0.5	145	0.45	298	0.9
1979	185	0.6	145	0.45	330	1.0
1980	178	0.6	145	0.45	323	1.0
1981	164	0.5	145	0.45	309	1.0
1982	195	0.6	145	0.45	340	1.1
1983	222	0.7	145	0.45	367	1.1
1984	241	0.7	145	0.45	386	1.2
1985	281	0.9	145	0.45	426	1.3
1986	329	1.0	145	0.45	474	1.5
1987	339	1.0	145	0.45	484	1.5

Note: This projection is based on a stock figure of 32,303 full-time university teachers in 1977-78 and assumes zero net mobility. The mortality rate is an approximation based on the mortality of the total male labour force (0.45). The stock figure is held constant for the projection period, an assumption which needs to be qualified if the universities, for financial and other reasons, reduce the total number of full-time university faculty over the next 10 years.

with temporary (term) appointments or to make greater use of part-time teachers. Such measures would further complicate the situation. It should also be remembered that, for a number of reasons, not all new appointees are necessarily Ph.D. holders, and that in some cases foreign professors will be appointed.

The third variable affecting replacement positions, besides retirement and mortality, is mobility. Although no systematic attempt has ever been made in Canada to find out what happens to university teachers who resign, there is evidence that mobility between universities and other employment sectors (and vice versa) is declining - not a surprising phenomenon in a strained labour market. No attempt has been made to calculate the outward mobility of full-time university teachers on account of voluntary separation and termination of employment.

A characteristic of full-time university teachers is the underrepresentation of females (14.4% in 1976/77; see Table 4, and Cook, 1976). This proportion varied by teaching field from a high of 23.2% in education to a low of 1% in engineering and 3.5% in the physical sciences. The lack of growth and the limited number of replacement positions will make it increasingly difficult to rectify this imbalance in many disciplines. Another characteristic of female university teachers has been their frequent employment in term positions and at the lower rank. Under conditions of retrenchment, this group is more likely to be declared redundant.

Table 4

Full-time University Teachers, by Field and Sex, 1976-77

Teaching Field	Male (%)	Female (%)	Total (No.)
Education	76.8	23.2	3,248
Fine and Applied Arts	80.1	19.9	1,244
Humanities	83.0	17.0	5,740
Social Sciences	87.6	12.4	7,680
Agriculture and Biological Sciences	83.9	16.1	2,376
Engineering and Applied Sciences	99.0	1.0	2,330
Health Sciences	77.3	22.7	4,321
Mathematics and Physical Sciences	96.5	3.5	4,207
Sub-total	85.7	14.3	31,146
Not Reported	81.6	18.4	315
Total	85.6	14.4	31,461

In the past, a unique characteristic of Canadian universities has been their relatively high turnover of teaching staff. Changes in reporting make it difficult to determine from available information the annual growth in new positions. For this analysis, the number of new appointments has been estimated for five years. It has been assumed that growth necessitated 5,000 of the 12,050 new appointments while the remaining 7,050 could be attributed to replacement demand between 1972/73 and 1976/77. These figures indicate, at least for the past, substantial flexibility in Canada's university system for creating openings. Expressed differently, the gross turnover of university teachers was about 9% of the total of 25,000 to 30,000 full-time university teachers between 1972/73 and 1976/77. However, it should be noted that close to 50% of these 2,500 annual new appointments were teaching at another university before their current appointment, and such transfers within the university system must be excluded in order to ascertain the mobility between the university and other employment sectors. Since adequate information is lacking, zero net mobility is assumed.(4) Another feature of the new appointees has been that about 80% were younger than age 40, compared with 50% of all full-time university teachers. But these past trends may not be a guide for the future.

The scarcity of replacement positions in university teaching takes on added significance in view of the uncertain enrolment growth that can be expected between 1978 and 1982.(5) Hence, as well as a lack of openings caused by the retirement, death, or resignation of current faculty, few new permanent positions will be created.

The 1973 Highly Qualified Manpower Survey showed that 64.8% of the Ph.D. holders were employed in the education sector; one-third were older than 44

(Table 5). The Ph.D. population in other sectors of the economy, such as government and industry, was much older. The differing age structures mean that there will soon be a larger replacement demand in government and industry, although numbers will be relatively small. However, this might provide an opportunity for some university teachers to obtain permanent employment in government.

Academic Rank Distribution

Academic rank distribution is related to age structure. In 1956/57, 52.2% of the full-time teachers were at the senior ranks of full and associate professor (Table 6). However, during the expansionary period of the last decade, this percentage declined to a low of 43.7% in 1967/68; since then it rose gradually to 65.2% in 1977/78. Conversely, the two junior ranks of assistant professor and instructor or lecturer declined from 56.3% of the total in 1967/68 to 34.7% in 1977/78. The proportion below assistant professor decreased from 19.3% in 1967/68 to 6.3% in 1977/78, indicating a limited influx of junior faculty over the last few years.

If these trends continue, assuming normal advancement and no net addition to full-time academic staff, those at the two senior levels could make up more than 80% within a few years, even with a slower promotion rate.(6)

These anticipated shifts to the two senior ranks, combined with other factors, mean that a larger share of university budgets will have to be allocated to instructional expenditures, the main component of which is teachers'

Table 5

Employment of Ph.D.s by Industrial Sector and Age, 1973

Industrial Sector	Younger than 34 %	34-44 %	Older than 44 %	Number	%
Primary industries (e.g. agriculture, mining)	19.6	37.1	43.3	485	(1.8)
Manufacturing	26.7	36.4	36.4	1,290	(4.9)
Service industries (e.g. transportation, trade, finance)	24.7	27.2	46.9	395	(1.5)
Education and related	24.1	43.0	33.0	17,120	(64.8)
Health and welfare services	21.5	39.0	39.5	1,000	(3.8)
Religious organizations	1.6	18.5	79.8	620	(2.3)
Other services (e.g. community, business, personal)	18.2	20.5	56.8	225	(0.8)
Business management	26.0	35.4	39.0	1,290	(4.9)
Federal Administration	20.5	37.3	42.0	3,090	(11.7)
Provincial administration	24.5	34.7	42.2	735	(2.8)
Municipal administration	30.0	40.0	40.0	50	(0.2)
Industry as unspecified or undefined	41.7	29.2	29.2	120	(0.4)
TOTAL	23.1	39.1	37.8	26,405	(100.0)

Note: Percentages in brackets provide breakdown by industrial sector.

Table 6

Actual and Projected Rank Distribution of University Teachers, 1956-57, 1967-68 to 1986-87 (Percentages)

Academic Year	Full Professor	Associate Professor	Sub-total 2 Senior Ranks	Assistant Professor	Rank below Assistant Professor	Sub-total 2 Junior Ranks
Actual						
1956-57	28.1	24.1	52.2	28.6	19.2	47.8
1967-68	18.5	25.2	43.7	37.0	19.3	56.3
1968-69	18.5	26.3	44.8	37.9	17.3	55.2
1969-70	18.6	26.8	45.4	38.0	16.6	54.6
1970-71	18.8	27.2	46.0	37.7	16.3	54.0
1971-72	21.3	29.1	50.4	37.4	12.2	49.6
1972-73	21.7	29.9	51.6	37.2	11.1	48.3
1973-74	23.2	32.5	55.7	34.7	9.8	44.5
1974-75	24.5	34.2	58.7	33.2	8.1	41.3
1975-76	25.7	35.6	61.3	31.3	7.4	38.7
1976-77	26.5	36.7	63.2	29.9	6.9	36.8
1977-78	27.3	37.9	65.2	28.4	6.3	34.7
Projected						
1978-79	27.9	39.1	67.0	27.1	5.8	32.9
1979-80	28.5	40.3	68.8	25.8	5.3	31.1
1980-81	29.0	41.5	70.6	24.5	4.8	29.3
1981-82	29.7	42.7	72.4	23.2	4.3	27.5
1982-83	30.3	43.9	74.2	21.9	3.8	25.7
1983-84	30.9	45.1	76.0	20.6	3.3	23.9
1984-85	31.5	46.3	77.8	19.3	2.8	22.1
1985-86	32.1	47.5	79.6	18.0	2.3	20.3
1986-87	32.7	48.7	81.4	16.7	1.8	18.5

salaries. This percentage increased from 31.7% in 1966/67 to 44.8% in 1975/76., and could account for well over 50% in the near future.(7) Should this occur, the cost per student in constant dollars will increase, particularly if the trend of enrolment continues to change in favour of professional programs.

Salary Structure

The growth of instructional expenditures is reflected in increasing salaries. The median salary of all full-time university teachers more than doubled between 1967/68 and 1978/79 from $11,403 to $28,450 (Table 7). The median salary for full professors increased from $17,081 to $38,400; for assistant professors, from $10,228 to $22,150. Financial implications of the rising percentage of teachers who have entered and will enter the two senior ranks are obvious. In this context, the growth in median salary has been compared with that of the Consumer Price Index (CPI). Using 1967/68 as a base of 100.0, the median salary for all academic ranks increased to 249.5 in 1978/79 while the CPI rose to 202.5 and the U.S. Higher Education Price Index to 201.3. (Age, years of experience, academic rank, and discipline influence the salary of university teachers; thus, information in Table 7 must be interpreted cautiously. Moreover, the median salary of university professors over time could be compared with average annual earnings in Canada.)

The percentage growth in median salary for each rank differs from the overall increase, indicating that the overall increase is mainly attributable to rank promotion. For example, for 1974/75 to 1975/76, the average rise of the median salary by rank was about 15%, whereas the total increase was 18%.

Table 7

Median Salary of Full-time University Teachers by Rank, 1967-68 to 1978-79

	1967-68	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79(a)
Full Professor	$17,081	$18,516	$19,870	$21,504	$22,579	$23,950	$25,200	$27,400	$31,500	$34,100	$36,800	$38,400
Associate Professor	12,998	14,058	15,012	16,057	16,848	17,550	18,550	20,000	23,100	25,500	27,600	28,500
Assistant Professor	10,228	11,030	11,837	12,701	13,321	13,900	14,700	16,000	18,550	20,450	21,850	22,150
Rank below Assistant Professor	7,990	8,649	9,441	10,002	10,521	11,050	11,800	12,850	14,850	16,300	17,500	17,950
Other	10,425	11,581	14,050	12,545	13,017	11,900	13,000	15,450	17,550	19,750	22,500	25,800
Total	11,403	12,224	13,265	14,248	15,084	16,000	17,150	18,950	22,350	24,900	27,050	28,450
Salary Index (total)	100.0	107.2	116.3	124.9	132.3	140.3	150.4	166.2	196.0	218.4	237.2	249.5
Consumer Price Index (Calendar Year)	100.0	104.0	108.8	112.4	115.6	121.2	130.2	144.5	160.1	172.1	185.9	202.5
Higher Education Price Index for the U.S. (Kent Halstead, U.S. Government)	100.0	106.0	113.2	121.0	128.6	135.8	143.0	153.1	166.1	177.2	188.7	201.3

(a) Excludes Dalhousie University and the universities of Quebec

Comparable figures between 1975/76 and 1976/77 are estimated at about 8% and 9.7%, respectively.

To maintain this level of remuneration in the future, a large share of university budgets will have to be allocated to teachers' salaries. This trend may be a cause for concern as demands grow for expenditures in other sectors, such as non-academic salaries, administration, libraries, maintenance, research, and student assistance.

An important element in the expenditure pattern is that university education is a service- and labour-intensive industry which has experienced a higher rate of inflation than the general economy. Other factors that will affect salaries are tenure regulations and the formation of university teachers' unions that are likely to emphasize economic security. (It has been estimated that 70% of full-time teachers in the professional ranks have obtained tenure, with considerable variation among institutions.)

As alternative measures, some universities have already reduced the number of full-time teachers and/or have decided not to replace faculty on sabbatical leave. Others are substituting part-time for full-time teachers at substantial savings. Nevertheless, the cost per student in constant dollars is likely to grow. Opportunities for adjustment vary by size of institution. Small universities have less flexibility in adjusting to these new circumstances.

The levelling off of enrolment and the anticipated decline in the 1980s might result in an excess of faculty and physical facilities.

Concluding Observations

The information about enrolment and about the age structure, rank distribution, and salary of university teachers touches a variety of policy issues. Options for the 1980s will be different from those for the 1990s. The following discussion is eclectic and attempts to define the problem areas.

Most provincial government curtailments of the growth rate of expenditures for university education in the past few years will alter the student-teacher ratio. A large part of the expansion in the number of university teachers during the 1960s and early 1970s was attributable to the reduction of the ratio in conjunction with the shift to professional and graduate programs. There is a possibility that provincial governments will continue their retrenchment of university expenditures, thereby forcing institutions not to fill vacant positions. This will aggravate the shortage of employment opportunities for Ph.D. graduates, and at the same time raise the average age of the professoriate. Under these conditions, certain disciplines in which growth is expected to continue, such as business administration and other applied or interdisciplinary subjects, will be inhibited from expanding.

An additional factor, with serious implications for university research, has been the austerity in federal funding. Since 1969, federal financial resources for research and development have levelled off in constant dollars, and this has meant an actual decline in recent years. The October 1976 issue of "Business Review" of the Bank of Montreal addressed itself to this and related topics. Between 1969 and 1975, in terms of constant dollars, the research funds of the National Research Council declined by 24%, the Medical Research Council by 1.5%, and the Canada Council by 10%, whereas the number of full-time university teachers increased from 18,865 in 1968/69 to an estimated 30,500 in 1975/76. (For the fiscal year 1977/78, MRC and NRC grants increased by 13%, whereas Canada Council's budget for the humanities and social sciences grew by only 5.6 percent.)

This extramural decline in research financing coincides with the reducation in internal research support from the universities. This situation further contributes to the decline in opportunities for research for Ph.D. graduates. These trends might have a negative effect on Canada's capacity to meet future technological challenges, and might be detrimental to the future performance of the Canadian economy and the intellectual vitality of the unversities.(8)

In the past, university teachers expected to progress through the ranks at a reasonable and predictable rate; this rate may slow down.

Other dilemmas will develop in the 1990s. Retirement of a large number of teachers will put immense pressure on pension funds (to the extent that they are unfunded). There will then be a replacement demand for 2,000 teachers each year. At the same time, the 18- to 24-year-old population will begin to expand again; however, the magnitude is not yet known. This growth, together with the replacement demand, is likely to cause a shortage of teachers. To avoid renewed reliance on immigrant professors, government and the university community should consider these future problems and devise preventive measures. (On June 1, 1978, the Minister of State for Science and Technology announced a substantial expansion in the funding of R & D activities, both for the private sector and the university community. This would reverse the trend of recent years.)

It has been suggested that early retirement could create additional replacement positions. However, the present age structure of university teachers is so skewed that such an option will not be effective for another 10 years, and it would be costly. Moreover, for psychological and economic reasons, teachers who started their careers at age 30 are unlikely to retire before the normal retirement age of 65. Actually, more than 200 full-time teachers and many more part-time teachers are now older than 65.(9)

Recent inflation has made many university teachers feel insecure about future pension benefits, and has thus also reduced the likelihood of early retirement without an indexed pension. In addition, an aging professoriate is less apt to be mobile, particularly to other employment sectors (assuming that pensions are portable.)

As pointed out by a recent OECD (1976) study on Canadian educational policies, a unique characteristic of the development of Canadian higher education is the apparent lack of long-term planning and research. No studies have analyzed the impact of the age structure on the supply and demand of highly qualified manpower. The case of university teachers could be extended to other occupational groups with skewed age structure, for example scientific personnel in government and industry. In some of these sectors, as in education, there are few replacement positions and there is limited room for expansion.

Meanwhile, Canadian universities awarded 85,000 bachelor and first professional degrees in 1976/77, more than 12,000 masters' degrees, and about 2,000 Ph.D.s, compared with 29,000 bachelor and first professional degrees, 3,200 masters', and fewer than 500 Ph.D.s in 1963/64 (Statistics Canada, 1977, p. 45.)

Although the supply of university graduates tripled during this period, the number of professional, technical, and managerial jobs grew by less than an estimated 50%, creating potential under-utilization of many university graduates and displacement of less-educated manpower. At the graduate level, the gap between the growing supply and the declining demand has been even more marked; many master and doctoral graduates never fulfill their career aspirations in research and university teaching based on the traditional demand pattern.

Under normal circumstances, with a balanced age structure, there would have been a regular replacement demand for highly qualified manpower. Unfortunately, the present age profile, which coincides with the no-growth situation of universities, and federal and provincial financial restraint mean that there will be limited replacement positions. The impact of this development deserves attention.

As this chapter has shown, the aging of faculty has a number of important ramifications. The university community depends on fresh ideas, which are frequently generated by recent Ph.D. graduates. In all likelihood, only a few of them will be able to obtain permanent university appointments and thus provide impetus for new research.

Recognition of these prospects might provoke university-government action to mitigate some of the negative consequences. The French government, for example, has suggested an annual fixed percentage increase of research and development personnel to prevent the deficit-surplus cycle and to avoid intellectual stagnation. A similar approach has been selected by the Norwegian government in recognition of the fact that for a small country there is a need to overcome the short-term imbalance in the supply and demand of highly qualified manpower; this type of approach could serve Canada as a model. In Canada, the three research councils provide a possible means of establishing positions and funding for the most gifted Ph.D. graduates, independent of regular university budgeting.

An important goal is to create opportunities for mobility in Canada, such as a more active exchange of research personnel among universities, government, and industry, particularly since international mobility for highly qualified manpower has substantially declined.

A science adviser to the President of the United States has stated that "university research may require a new format, independent of the teaching function, in the coming years of declining student population" and "new institutional arrangements will be necessary if the universities are to maintain their scientific strength" (Press, 1975, p. 1977). His basic proposal involved the creation of national research centres, funded federally and staffed under contract, primarily by recent Ph.D.s. Adapted to the Canadian environment, this suggestion might mean the establishment of research institutes, preferably in conjunction with universities and under federal-provincial auspices. This idea might coincide with the evolution of regional and provincial science policies which could focus on mission-oriented research, such as research on the environment and relevant social topics as they apply in each province.

As already stated, there appears to be a pool of talent available to face these tasks. Most recent Ph.D. candidates have commenced their studies aware of the limited opportunities for employment as university teachers. Although their education and training has prepared them for academic employment, these doctoral graduates could perform a variety of functions in non-academic pursuits in government and industry. An interesting experiment is being carried out by the Higher Education Research Institute in the United States, funded by a foundation grant, to place Ph.D.'s from the humanities in management positions after a summer training program in business theory and techniques (Ph.D.s Look Beyond the Ivory Tower, 1977.)

A number of authorities have suggested that universities might encourage leave without pay and advanced sabbaticals to open temporary vacancies, with the hope that in some cases this might lead to permanent employment in other sectors. There are already close to 2,000 full-time university teachers on sabbatical leave each year; this has provided some employment opportunities for recent Ph.D. graduates as term appointments. Another alternative is to increase, with the assistance of the Canadian International Development Agency or the host country, the number of Canadian teachers holding temporary or permanent positions in developing countries; this alternative again might create vacancies.

When the universities grew during the 1960s and early 1970s, their hiring policies could not be as selective as they might have wished. Many teachers hired then have since upgraded their qualifications and acquired research expertise. Some others have obtained tenure, although it might be desirable to replace them with better trained, more strongly motivated young Ph.D.'s. It is difficult to find an equitable solution for this dilemma. One possibility, costly but beneficial in the long run, would be lump-sum settlements to encourage teachers more suited for other employment to leave.

Universities might also suggest that full-time teachers continue on a part-time basis before reaching **retirement** age, thereby accumulating pension benefits, probably at a reduced rate. To lessen financial strain, universities might also prolong the time required for rank promotion. Other alternatives which have been suggested are the creation of more research associates, and possible provision by the research councils of special research funding for senior university professors, in order to open some teaching positions. A further opportunity might be in the retraining of Ph.D. graduates from disciplines in which there is at present limited demand. There are also some promising bilateral negotiations taking place (e.g. with Nigeria) which could provide a substantial number of employment opportunities for university teachers in the near future.

Since employment prospects for Ph.D. holders in the university sector look discouraging for the 1980s, the universities might consider a number of options for stabilizing the size of the full-time teaching staff during that period. One possibility is the establishment of formal bilateral agreements with developing countries that need highly qualified manpower and desire to have their students educated in Canada. The contract with the Venezuelan government, by which 500 Venezuelan students are being educated in Canada, is an illustration. Another possibility is the expansion of the number of foreign students from developing countries, through the educational support program of the Canadian International Development Agency. Countries, like Germany, which are experiencing a shortage of university places, might also welcome an opportunity to have some of their students educated in Canada. Implementation of such suggestions requires more precise information about the average and marginal cost of university education, by level of study.

Another alternative is rapid expansion of part-time studies. Although it is difficult at this point to ascertain the future trend in part-time study, it is possible to expand the services the universities are already providing. Opportunities exist for developing innovative programs for non-traditional students, with flexibility as to place and time - e.g. off-campus, as suggested in the Winegard report in British Columbia (British Columbia, 1976). (It should be noted in this context that the teaching of adults frequently requires a different approach from instruction of the 18 to 24 age group.) Similarly, work-study programs might be expanded, and mid-career programs developed.

Other suggestions being considered involve bringing in young scientists several years in advance of retiring university professors. (The early retirement option was considered to be costly; moreover, the present 55-60 age group at Canadian universities represents a small group of excellent university teachers who provide balance to the present age structure.) The government might offer senior fellowships to university faculty who would like to pursue alternative careers in the public sector without loss of future pension benefits. The older age structure of government scientists will create openings, as will the announced policy of the federal government to increasingly contract out research to the private sector and thereby develop new employment opportunities for Ph.D's. For example, the Law Reform Commission has extensively utilized scholars from the academic community in its projects. Many of these suggestions require additional resources; others need better information and the development of strategies and an infrastructure. Ph.D. degree recipients need to be better informed about their career outlook in many occupations. For example, various discipline-oriented associations in the United States have prepared brochures about employment prospects for Ph.D. holders, and the U.S. Department of Labor regularly publishes an employment outlook series, by discipline.

Canadian universities need to focus on providing information and guidance to their Ph.D. graduates and to pursue an active placement policy for them. The universities should also seek and organize opportunities for the placement of certain middle-aged professors in work and careers outside academia, in conjunction with personnel development policies for them. It could also be interesting to monitor how Ph.D. holders respond and adapt to a changing job environment. Also, the universities might pool their vacancies and achieve greater specialization in filling them.

It appears that the university community is aware of the situation in regard to aging (apart from newcomers and the employment projects of Ph.D.s) but concerted action by the universities and the federal and provincial governments is needed. It has been suggested in this study that the 1990s will require different measures from those in the 1980s. It is desirable that long-term planning be undertaken now, when a number of preventive measures can be instituted.

Summary

Changes taking place in the enrolment pattern, age structure, rank distribution and salary level of full-time faculty, and their consequences, are already beginning to affect Canadian universities. These developments coincide with the curtailment of government expenditures, both federal and provincial, on research and university education. At the same time, there is an increasing supply of university graduates whose opportunities for employment are limited, particularly in the educational and public sectors, where in the past the majority have been employed.(10) Recent labour demand projections for the next 10 years seem to indicate that only one-third of Canadian university graduates will find employment in traditional university-oriented occupations. Industry appears to be unable to absorb the growing supply of highly trained manpower. Hence, a new partnership among universities, government, and industry is required to search for new avenues of employment, because the best one can hope for is modification of the situation. Finally, the effectiveness of Canadian universities is threatened; there is danger of a gradual erosion of Canada's research capabilities, and limited room for new fields of specialization and research ventures. The need to review the multidimensional aspects of these issues is urgent.(11)

Notes

1. The available literature in Canada is limited. Especially helpful have been the article by Holmes (1974); the report by Auerbach; and, more recently, the Background Papers (Science Council of Canada, 1977) and the proceedings of the Special Senate Committee on Retirement Age Policies.

2. There is a likelihood that the number of part-time and full-time students outside the 18-24 age group will rise more rapidly in the future, and this would affect full-time-equivalent enrolment.

3. In addition, the Council of Europe has addressed the subject, and the Ford Foundation is sponsoring a number of studies on this topic. The Organisation for Economic Co-operation and Development convened a workshop on the aging of the research community (September 1977). The tenor of the discussion was that each country was facing similar problems, and had no ready-made answers. Canada's Ministry of State for Science and Technology has circulated a report entitled "The Aging of the Canadian Professoriate - A Technical Note", which simulates demand for full-time university teachers up to the year 2,000.

4. Turnover data are frequently used to show the flexibility of the labour market for full-time university teachers. During the last few years, close to 3,000 new full-time university appointments were made annually, but in the majority of cases these involved turnovers with the university system and

reciprocal flows between the university and other employment sectors, not net mobility.

5. Data for full-time university enrolment show that the growth in enrolment between 1975/76 and 1976/77 was much smaller than anticipated (1.3%), and declined in 1977/78 and 1978/79. If this trend continues for the next five years, there will be very few additional students each year before the substantial decline in the 18-24 age group. Moreover, some provinces and universities are planning to curtail the number of foreign students, who now number about 29,500. This could result in an even more limited increase in full-time enrolment. Similarly, if universities decide to raise admission standards, as has been suggested in recent reports, enrolment may be reduced further. Certain faculties, such as business administration, are also considering quotas on account of resource limitations. Ontario's suggestion to fund such students (who account for growth of the university system) separately and at a lower scale might negatively affect admission. All these factors, together with the present discouraging employment prospects for university graduates, might depress enrolment in the next few years. In this context it is interesting to note that for the first time since the 1950s, U.S. universities had an unexpected absolute decline in full- and part-time enrolment in 1976/77, although enrolment increased in 1977/78, but levelled off in 1978/79. Some Canadian unversities, particularly in Ontario, experienced an absolute decline in equivalent full-time enrolment in 1977/78 and 1978/79.

6. A critical assumption in Table 6 is that projected replacement positions and projections by rank are based on a static simulation. This somewhat simplistic approach draws attention to the dilemmas more clearly than a dynamic

flow model. Another justification for using a static simulation is that the impact of newly hired young teachers at junior ranks in replacement positions will not be evident in the overall age structure and rank distribution for many years.

7. Capital expenditures are included in the relationship between instructional expenditures to total expenditures. The decline of investment in buildings and equipment, which can be more easily controlled, allows some flexibility in shifting resources to operating expenditures.

8. As another option, Canada could rely on the international market for highly qualified manpower.

9. At many U.S. universities the formal retirement age is between 65 and 70 years of age; many institutions also have options for early retirements.

10. Experiences in other countries indicate that the existence of a sizable number of unemployed or under-utilized university-trained graduates could become a social and political issue.

11. In this context, the role and functions of universities might require reassessment, together with the greater acceptance of the consumption benefits of a university education.

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CHAPTER 2

Some Characteristics of Full-time University Teachers, 1956-57 to 1978-79 *

This chapter provides an overview of some of the characteristics of full-time university teachers such as the growth pattern by universities and provinces over a 23 year period between 1956-57 and 1978-79, as well as by major teaching field and selected disciplines. In addition, the sex breakdown and doctoral qualifications are traced within an historical context. The other characteristics such as age structure, academic rank distribution, previous employment, country of first degree and of citizenship, will be explored in greater detail in the appendices.

Table 8 reveals the unprecedented growth in the number of teachers during the sixties and early seventies. The total in the 46 universities rose from 4,973 in 1958-59 to an estimated 31,355 in 1978-79, more than a sixfold increase. For several years their ranks swelled by more than 2,000 annually. This rapid increase is exemplified by Memorial where numbers rose from 59 in 1958-59 to 812 in 1978-79. The teaching staff at many other universities grew tenfold during these 20 years, and none of the institutions in Table 8 failed to at least double its full-time faculty.

Expansion at French-speaking universities in Quebec was particularly rapid, and most Ontario universities experienced six to tenfold increases.

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* The information in this chapter is based on the article by Max von Zur-Muehlen in the July issue of the Canadian Statistical Review, "Some Characteristics of Full-time University Teachers, 1956-57 to 1977-78", and also on "From the Sixties to the Eighties - A Statistical Portrait of Canadian Higher Education", Education, Science and Culture Division, Statistics Canada, February, 1979, but includes the most recent data available.

Table 8

Full-time University Teachers by Province and by University, 1956-57 to 1978-79

Province and University	56/57	58/59	60/61	62/63	63/64	65/66	67/68	68/69	69/70	70/71	71/72	72/73	73/74	74/75	75/76	76/77	77/78	78/79 **
Memorial	41	59	68	108	125	170	239	340	422	500	601	662	706	747	679	765	805	812
Prince Edward Island	10	14	20	23	24	33	98	119	120	123	125	129	122	117	121	114	118	120
Acadia	54	64	75	79	83	89	109	115	134	149	162	161	169	176	195	195	198	198
Dalhousie	89	105	104	154	179	226	330	391	422	492	572	622	625	699	753	779	790	790
Mount St. Vincent	18	22	25	25	26	31	50	55	56	52	62	69	75	60	82	95	99	109
N.S. Tech. College	25	27	30	32	39	49	55	63	68	70	69	64	67	85	66	66	68	67
St. Francis Xavier	78	80	89	106	121	119	150	158	170	192	230	228	205	205	162	158	162	159
St. Mary's	25	29	37	47	49	57	82	106	140	146	161	165	172	163	168	173	177	178
Sub-total Nova Scotia	289	327	360	443	497	571	776	888	990	1,101	1,256	1,309	1,313	1,388	1,426	1,466	1,494	1,501
Mount Allison	60	63	67	79	84	97	102	109	104	109	112	117	120	120	122	129	130	130
New Brunswick	83	97	125	152	171	216	296	330	373	387	418	447	500	516	507	573	544	551
Moncton	12	33	43	44	46	72	92	124	147	160	195	208	250	265	340	341	318	328
Sub-total New Brunswick	155	193	235	275	301	385	490	563	624	656	725	772	870	901	969	1,043	992	1,009
Bishop's	17	21	27	31	37	52	67	73	79	81	90	70	73	75	67	65	70	70
McGill	433	448	497	615	668	795	962	1,091	1,168	1,178	1,138	1,155	1,245	1,260	1,254	1,306	1,281	1,281
Sir George Williams 1	0	0	0	0	84	157	228	304	322	351	349	356	377	385	372	411	(1)—	(1)—
Montréal	269	277	320	349	447	630	977	1,067	1,168	1,212	1,372	1,405	1,427	1,484	1,596	1,645	1,676	1,676
Loyola 1	23	27	44	61	90	120	183	196	236	237	216	244	247	252	270*	270*	(1)668	(1)668
Québec	0	0	0	0	0	0	0	0	0	761	949	992	1,008	1,048	1,185	1,241	1,343	1,343
Laval	191	241	264	340	410	628	747	877	1,021	1,263	1,162	1,192	1,231	1,280	1,340	1,360	1,403	1,403
Sherbrooke	84	53	58	103	124	136	216	280	366	449	530	554	560	582	648	651	683	683
Sub-total Québec	1,017	1,067	1,210	1,499	1,860	2,518	3,380	3,888	4,360	5,532	5,806	5,968	6,168	6,366	6,732	6,949	7,124	7,124

1 Since 1974, Sir George Williams and Loyola have been amalgamated with separate campuses as Concordia University.
2 Xavier College in Sidney which became the College of Cape Breton in 1974 has been excluded.

Table 8 (cont'd)

Full-time University Teachers by Province and by University, 1956-57 to 1978-79

Province and University	56/57	58/59	60/61	62/63	63/64	65/66	67/68	68/69	69/70	70/71	71/72	72/73	73/74	74/75	75/76	76/77	77/78	78/79 **
Brock	0	0	0	0	0	25	77	92	123	152	186	198	203	219	219	219	220	216
Carleton	45	83	113	112	167	190	322	368	420	480	578	583	589	604	607	633	632	628
Guelph	252	245	243	263	264	322	541	600	632	698	704	731	738	740	720	782	774	786
Lakehead	0	0	0	15	21	46	115	133	176	209	240	233	225	232	246	240	242	252
Laurentian	0	0	25	33	36	61	108	126	159	192	218	233	241	263	324	323	363	348
McMaster	103	102	126	171	195	293	365	389	436	477	675	711	747	771	806	831	878	903
Ottawa	162	198	226	254	291	297	408	467	591	653	835	877	886	901	935	934	945	953
Queen's	171	189	217	257	300	391	498	565	668	699	764	808	828	821	875	899	886	916
Toronto	998	778	942	1,073	1,125	1,376	1,856	2,054	2,165	2,340	2,379	2,423	2,420	2,471	2,420	2,566	2,612	2,700
OISE	0	0	0	0	0	0	101	131	137	144	133	134	136	139	140*	140*	140*	140*
Trent	0	0	0	0	0	39	79	101	113	120	157	160	172	175	177	186	182	176
Waterloo	0	0	65	117	160	301	454	471	563	649	728	714	729	741	802	800	805	815
Wilfrid Laurier	0	0	34	49	61	92	119	124	129	141	136	142	144	178	194	206	219	216
Western	193	187	227	287	336	506	661	665	753	867	1,085	1,183	1,207	1,269	1,353	1,368	1,423	1,420
Windsor	49	82	108	126	146	175	238	289	380	477	477	468	494	498	491	503	526	526
York	7	7	18	53	64	160	341	439	578	636	867	1,008	1,007	1,056	1,039	1,037	1,047	1,030
Sub-total Ontario	1,980	1,871	2,344	2,810	3,166	4,274	6,283	7,014	8,023	8,934	10,162	10,606	10,766	11,078	11,348	11,667	11,899	12,025
Brandon	0	20	24	34	40	55	74	80	89	95	128	109	116	108	131	134	136	124
Manitoba	270	272	309	377	403	492	679	804	896	1,034	1,126	1,133	1,173	1,210	1,236	1,249	1,270	1,312
Winnipeg	29	33	42	71	99	113	138	104	135	186	184	171	161	183	190	191	194	205
Sub-total Manitoba	299	325	375	482	542	660	891	988	1,120	1,315	1,438	1,413	1,450	1,501	1,557	1,574	1,600	1,641
Saskatchewan[3]	260	258	310	358	395	602	813	946	1,011	1,156	1,240	886	886	887	972	977	950	1,016
Regina	0	0	0	0	0	0	0	0	0	0	0	362	394	386	372	376	373	386
Sub-total Saskatchewan	260	258	310	358	395	602	813	946	1,011	1,156	1,240	1,248	1,280	1,273	1,344	1,353	1,323	1,402

2. Until 1971-72, the University of Regina data were included with the University of Saskatchewan

Table 8 (cont'd)

Full-time University Teachers by Province andby University, 1956-57 to 1977-78

Province and University	56/57	58/59	60/61	62/63	63/64	65/66	67/68	68/69	69/70	70/71	71/72	72/73	73/74	74/75	75/76	76/77	77/78	78/79**
Alberta[4]	267	336	456	614	742	707	920	1,010	1,190	1,266	1,420	1,441	1,513	1,487	1,513	1,548	1,620	1,583
Calgary[4]	0	0	0	0	0	240	437	549	722	668	791	764	799	851	885	933	997	1,061
Lethbridge	0	0	0	0	0	0	0	0	0	139	141	136	135	135	152	154	159	165
Sub-total Alberta	267	336	456	614	742	947	1,357	1,559	1,912	2,073	2,352	2,341	2,447	2,473	2,550	2,635	2,776	2,809
British Columbia	419	523	665	785	859	1,044	1,218	1,292	1,450	1,530	1,642	1,665	1,653	1,789	1,875	1,862	1,971	1,988
Simon Fraser	0	0	0	0	0	0	312	339	345	329	336	325	380	373	417	435	456	466
Victoria	0	0	78	124	140	188	273	333	385	416	415	417	396	438	478	484	432	458
Sub-total British Columbia	419	523	743	909	999	1,232	1,803	1,964	2,180	2,275	2,393	2,407	2,429	2,600	2,770	2,781	2,859	2,912
Total	4,737	4,973	6,121	7,521	8,651	11,392	16,130	18,269	20,762	23,665	26,098	26,855	27,551	28,444	29,496	30,347	30,990	31,355
Other Institutions	261	344	394	465	474	696	573	595	1,077	939	815	920	859	1,498	1,288	1,326	1,177	33
Grand Total	4,998	5,317	6,515	7,986	9,125	12,088	16,703	18,864	21,839	24,604	26,913	27,775	28,410	29,942	30,784	31,673	32,167	32,388

* Estimated

** For some universities, particularly in Québec, 1977-78 data have been substituted for 1978-79 .

[4] Until 1963-64, the University of Alberta includes the faculty of the University of Calgary.

Furthermore, six of Ontario's universities were created after 1958-59. The staff at one of the new institutions, York, grew from 7 to around 1,030. By 1974-75 Ontario alone had more than twice as many teachers (11,078) as there had been in all Canada 16 years before. Faculty growth in the Western provinces proceeded at a similar rate from 1958-59 to 1978-79: at the University of Manitoba from 272 to 1,312; at the University of Saskatchewan (including Regina) from 258 to 1,402; at the University of Alberta from 336 to 1,583 and at the University of British Columbia from 523 to 1988. Growth in Nova Scotia and New Brunswick was slower. However, in these two provinces the faculties of Dalhousie, St. Mary's and Moncton increased as rapidly as the national trend.

Table 9 expresses growth in the number of teachers as an index, with 1967-68 as a base of 100. The index rose to 194 in 1978-79, but with considerable provincial and institutional variation. Gains were greatest during the late sixties and have levelled off since 1972-73. Although the faculty of some Ontario universities has doubled or tripled since 1967-68, the province's index stood at 184 in 1978-79, slightly below the national average. The number of Quebec's French-speaking universities rose more quickly than in the English-speaking institutions. Except for Alberta, the Western provinces experienced average growth.

Table 10 indicates growth in the number of full-time teachers in every field and discipline, but more in some than others. Thus, classics'

Table 9

Index (1967-1968 - 100) of Full-time University Teachers, by Province and University, 1967-68 to 1978-79

Province and University	67/68	68/69	69/70	70/71	71/72	72/73	73/74	74/75	75/76	76/77	77/78	78/79
Memorial	100	142	177	209	251	260	295	313	284	320	337	340
Prince Edward Island	100	121	122	125	125	132	124	119	123	116	120	122
Acadia	100	106	123	137	149	148	155	161	179	179	182	182
Dalhousie	100	118	128	149	173	188	189	212	228	236	240	239
* Mount St. Vincent	100	110	112	104	124	138	150	160	164	190	198	218
N.S. Technical College	100	114	124	127	125	116	122	118	120	120	124	122
St. Francis Xavier	100	105	113	128	153	152	137	137	108	105	108	106
St. Mary's	100	129	171	178	196	201	210	199	205	211	216	217
Sub-total Nova Scotia	100	114	128	142	162	169	169	179	184	189	193	193
Mount Allison	100	107	102	107	110	115	118	118	120	126	127	127
New Brunswick	100	111	126	131	141	151	169	174	171	194	184	186
Moncton	100	135	160	174	212	226	272	288	370	371	371	346
Sub-total New Brunswick	100	115	127	134	148	158	178	184	198	213	206	202
Bishop's	100	109	118	121	134	104	109	112	100	97	104	104
McGill	100	113	121	122	118	120	129	131	130	136	133	133
Sir George Williams [1]	100	133	141	154	153	156	165	169	163	180	180[1]	180[1]
Montréal	100	109	120	124	140	144	146	152	163	168	172	172
Loyola [1]	100	107	129	129	112	133	135	138	148	146	162[1]	166[1]
Laval	100	117	137	169	156	160	165	171	179	182	188	188
Sherbrooke	100	130	169	208	245	256	259	267	300	301	316	316
Sub-total Quebec*	100	115	129	164	172	177	182	188	199	206	211	211
Brock	100	119	160	197	242	257	264	284	284	284	286	281
Carleton	100	114	130	149	179	181	183	188	186	197	196	195
Guelph	100	111	117	129	130	135	136	137	133	145	143	145
Lakehead	100	116	153	182	209	213	196	202	214	209	210	219
Laurentian	100	117	147	178	202	216	223	244	300	299	340	322
McMaster	100	107	119	131	185	195	205	211	221	228	240	247
Ottawa	100	114	145	160	205	215	217	221	229	229	232	234
Queen's	100	113	134	140	153	162	147	165	176	181	178	184
Toronto	100	111	117	126	128	131	130	133	130	138	140	145
OISE	100	130	136	143	132	133	135	158	139	139	[2]	[2]
Trent	100	128	143	152	199	203	218	222	224	235	230	223
Waterloo	100	104	124	143	160	157	161	163	177	176	177	180
Wilfrid Laurier	100	104	108	118	114	119	121	150	163	173	184	182
Western	100	101	114	131	166	179	183	192	205	207	215	215
Windsor	100	121	160	200	200	197	208	209	206	211	221	221
York	100	129	170	187	254	296	295	310	305	304	307	302
Sub-total Ontario	100	112	128	142	162	169	171	176	181	186	188	189
Brandon	100	108	120	128	173	147	157	146	177	181	184	168
Manitoba	100	118	132	152	166	167	173	178	182	184	187	193
Winnipeg	100	75	98	135	133	124	117	133	138	138	141	149
Sub-total Manitoba	100	111	126	148	161	159	163	168	175	177	180	184
Saskatchewan (Saskatoon & Regina)	100	116	124	142	152	154	157	157	165	166	163	172
Alberta	100	110	129	138	154	154	164	162	164	168	176	172
Calgary	100	126	165	153	181	175	183	195	203	214	228	243
Sub-total Alberta**	100	115	141	153	173	172	180	182	188	194	205	207
British Columbia	100	106	119	126	135	137	136	147	154	153	162	163
Simon Fraser	100	109	111	105	108	104	122	120	134	139	146	149
Victoria	100	122	141	152	152	153	145	160	175	177	158	168
Sub-total British Columbia	100	109	121	126	133	133	135	144	154	154	159	162
Total Universities	100	113	129	147	162	166	171	176	184	190	193	194

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* Includes since 1970-71 the University of Québec

** Includes since 1970-71 the University of Lethbridge

[1] Sir George Williams and Loyola became known as Concordia in 1976-77

[2] OISE is included in University of Toronto from 1977-78

Table 10

Full-time University Teachers by Teaching Field and Selected Discipline, 1956-57 to 1977-78

Teaching Field and Discipline	1956/ 1957	1958/ 1959	1960/ 1961	1962/ 1963	1963/ 1964	1965/ 1966	1967/ 1968	1968/ 1969	1969/ 1970	1970/ 1971	1971/ 1972	1972/ 1973	1973/ 1974	1974/ 1975	1975/ 1976	1976/ 1977	1977/ 1978
Physical Education	97	101	121	149	183	238	334	385	440	425	579	620	632	659	712	717	757
Education	185	234	364	471	527	670	956	1,075	1,210	1,877	1,891	1,918	2,050	2,247	2,586	2,509	2,529
Sub-total Education	282	335	485	620	710	908	1,290	1,460	1,650	2,302	2,470	2,538	2,682	2,906	3,298	3,226	3,286
Music	52	47	57	67	79	131	209	237	296	368	396	423	425	435	465	489	547
Fine & Applied Arts	65	53	54	80	91	150	272	312	423	544	533	608	623	726	753	768	783
Sub-total Fine Arts	117	100	111	147	170	281	481	549	719	912	929	1,031	1,048	1,161	1,218	1,257	1,330
Classics	119	135	163	177	196	222	261	284	329	269	277	275	269	264	256	260	262
History	125	146	187	250	305	443	626	714	856	935	1,008	1,069	1,037	1,042	1,026	1,063	1,074
Library and Records Science	18	10	13	23	26	36	53	63	80	88	94	92	93	95	98	99	107
Mass Media Studies	7	5	4	4	4	6	8	10	13	31	72	72	83	101	125	140	159
English	253	324	398	506	602	842	1,130	1,217	1,372	1,469	1,500	1,479	1,465	1,401	1,350	1,374	1,456
French	113	181	233	261	348	496	597	687	734	805	877	864	776	787	757	768	764
German	42	47	61	72	72	110	137	148	166	195	210	222	224	215	201	189	191
Spanish	9	16	18	24	29	58	68	76	94	127	151	154	156	156	154	150	153
Other Modern Languages	113	85	106	173	226	301	469	523	581	630	654	675	667	658	672	690	470
Philosophy	148	187	217	285	326	405	505	554	618	635	697	701	693	709	666	661	660
Religious Studies	117	144	158	165	180	206	248	248	288	530	503	504	537	579	578	570	572
Sub-total Humanities	1,064	1,280	1,558	1,940	2,314	3,125	4,102	4,524	5,131	5,714	6,043	6,107	6,000	6,007	5,883	5,964	5,868
Anthropology (incl. Archeology)	9	12	19	21	32	51	103	117	141	195	269	334	331	346	370	388	398
Area Studies	62	55	51	67	69	110	153	173	174	140	105	95	119	122	87	92	N/A
Commerce, Business Administration	107	146	161	192	236	331	502	607	685	712	923	952	1,051	1,227	1,348	1,490	1,620
Economics	173	186	216	272	312	423	594	679	762	766	860	893	904	952	960	960	1,067
Geography	38	56	79	109	142	215	325	368	453	505	589	618	609	615	636	664	727
Law	62	82	105	134	141	187	278	308	359	398	428	417	504	526	549	582	602
Political Science	21	36	54	93	123	200	328	385	450	561	684	726	691	682	712	729	753
Psychology	88	115	130	170	228	400	672	756	1,010	1,013	1,163	1,196	1,229	1,268	1,322	1,376	1,543
Social Work	57	59	66	72	102	113	131	161	198	234	274	271	289	333	352	352	362
Sociology	32	43	61	84	115	195	300	410	548	702	829	806	848	886	903	917	934
Sub-total Social Sciences	649	791	942	1,214	1,500	2,225	3,386	3,964	4,780	5,226	6,124	6,308	6,575	6,957	7,239	7,550	8,006

Table 10 (cont'd)

Full-time University Teachers by Teaching Field and Selected Discipline, 1956-57 to

Teaching Field and Discipline	1956/1957	1958/1959	1960/1961	1962/1963	1963/1964	1965/1966	1967/1968	1968/1969	1969/1970	1970/1971	1971/1972	1972/1973	1973/1974	1974/1975	1975/1976	1976/1977	1977/1978
Agriculture	243	217	199	232	239	267	307	327	336	361	366	385	412	366	429	457	460
Biology	118	105	120	161	223	278	452	523	691	609	634	658	697	711	835	872	847
Botany	68	65	70	79	88	127	133	137	145	187	159	188	191	175	212	200	192
Household Science & Related	57	86	98	101	107	118	134	146	197	160	208	221	238	224	276	290	298
Veterinary Medicine & Sciences	58	51	54	56	52	65	85	96	125	128	106	157	135	170	194	231	226
Zoology	246	218	240	271	310	393	442	530	552	246	292	319	315	436	336	342	335
Sub-total Biological Sciences	790	742	781	900	1,019	1,248	1,553	1,759	2,046	1,711	1,765	1,928	1,988	2,082	2,281	2,392	2,385
Architecture	42	50	56	60	69	83	120	138	211	135	175	182	188	214	194	199	211
Chemical Engineering	38	49	64	73	80	105	153	170	183	213	246	240	241	242	219	228	232
Civil Engineering	152	140	194	224	232	268	353	320	408	415	440	428	444	427	349	384	390
Electrical Engineering	74	99	138	171	186	225	282	318	335	393	387	289	286	394	419	476	474
Mechanical Engineering	79	117	160	173	182	208	244	285	308	347	337	346	331	336	345	379	328
Mining Engineering	100	56	65	67	77	88	116	117	135	196	111	121	109	112	49	50	-
Forestry	20	29	35	39	41	49	60	69	91	95	90	78	81	153	90	85	60
Other Applied Sciences	74	93	92	126	144	152	246	281	404	291	295	468	502	417	618	558	623
Sub-total Applied Sciences	579	633	805	933	1,011	1,178	1,574	1,698	2,075	2,085	2,081	2,152	2,182	2,295	2,283	2,359	[illegible]
Dentistry	55	39	58	69	81	99	141	170	191	233	236	188	260	273	295	310	355
Medicine	443	304	369	434	477	626	1,109	1,276	1,369	2,394	2,747	2,880	3,032	3,010	3,175	3,311	3,346
Nursing	57	64	73	91	102	146	233	287	300	349	383	412	431	540	554	590	693
Pharmacy	25	32	36	52	61	64	85	106	181	102	113	118	143	137	149	153	174
Sub-total Health Sciences	580	439	536	646	721	935	1,568	1,839	2,041	3,078	3,479	3,598	3,866	3,960	4,173	4,364	4,568
Mathematics	245	322	402	471	560	753	983	1,062	1,223	1,372	1,481	1,394	1,315	1,251	1,867*	1,868*	[illegible]
Chemistry	334	320	402	487	539	692	838	939	1,016	927	1,051	1,183	1,162	1,122	896	911	952
Geology and Related	83	113	110	136	130	181	220	253	292	330	457	506	516	507	457	478	427
Physics	250	260	322	396	450	558	708	769	867	946	1,079	1,158	1,124	1,462	989	983	[illegible]
Sub-total Physical Sciences	912	1,015	1,236	1,490	1,679	2,184	2,749	3,023	3,398	3,575	4,068	4,241	4,117	4,342	4,209	4,240	4,326
GRAND TOTAL	4,973	5,335	6,454	7,890	9,124	12,084	16,703	18,816	21,840	24,603	26,959	27,903	28,458	29,710	30,784**	31,673**	32,167**

*Includes applied mathematics and computer science

** Includes, for 1975-76, 200 unclassified university teachers and 324 for 1976-77.

teachers (Latin, Greek, Hebrew and classical studies) increased from 119 in 1956-57 to only 262 in 1977-78. In contrast, the number of history teachers burgeoned from 125 to 1,074. Most other humanities disciplines underwent a similar rise. For example, teachers of Spanish increased from 9 to 153, and of English from 253 to 1,456. Numbers in the humanities levelled off or even declined slightly since the early seventies as enrolment shifted toward the social sciences. Teachers of anthropology including archaeology, increased from 9 in 1956-57 to 398 in 1977-78; of sociology from 32 to 934, and of psychology from 88 to 1,553.

A feature of the early seventies was the continuous growth in applied subjects such as commerce and business administration where the faculty rose from 923 in 1971-72 to 1,620 in 1977-78; law from 428 to 602, and social work from 274 to 362. Numbers in agriculture did not rise so rapidly: from 243 in 1956-57 to 460 in 1977-78. The number of teachers of chemical and electrical engineering rose sixfold from 38 to 232, and from 74 to 474, respectively; the gain in civil engineering was only from 152 to 390. The greatest increase in the physical sciences was among teachers of chemistry (from 334 in 1956-57 to 1,016 in 1969-70), but their numbers have since levelled off.

Although all faculties expanded, shifts among individual disciplines have been marked (Table 11). A discernible trend reflects the more rapid growth of social science faculties in relation to some other disciplines. The proportion of classics teachers declined from 2.4%

Table 11

Percentage Distribution of Full-time University Teachers by Teaching Field and Selected Discipline, 1956-57 to 1978-79

Teaching Field and Discipline	1956/ 1957	1958/ 1959	1960/ 1961	1962/ 1963	1963/ 1964	1965/ 1966	1967/ 1968	1968/ 1969	1969/ 1970	1970/ 1971	1971/ 1972	1972/ 1973	1973/ 1974	1974/ 1975	1975/ 1976	1976/ 1977	1977/ 1978	1978/* 1979
Physical Education	2.0	1.9	1.9	1.9	2.0	2.0	2.0	2.0	2.0	1.7	2.2	2.2	2.2	2.2	2.3	2.3	2.3	2.5
Education	3.7	4.4	5.6	6.0	5.8	5.5	5.7	5.7	5.5	7.6	7.0	6.9	7.2	7.6	8.5	8.0	7.9	7.4
Sub-total Education	5.7	6.3	7.5	7.9	7.8	7.5	7.7	7.7	7.5	9.3	9.2	9.1	9.4	9.8	10.8	10.3	10.2	9.9
Music	1.0	0.9	0.9	0.8	0.9	1.1	1.3	1.3	1.4	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.7	1.7
Fine & Applied Arts	1.3	1.0	0.8	1.0	1.0	1.2	1.6	1.6	1.9	2.2	1.9	2.2	2.2	2.4	2.5	2.4	2.4	3.4
Sub-total Fine Arts	2.3	1.9	1.7	1.8	1.9	2.3	2.9	2.9	3.3	3.7	3.4	3.7	3.7	3.9	4.0	4.0	4.1	5.1
Classics	2.4	2.5	2.5	2.2	2.1	1.8	1.6	1.5	1.5	1.1	1.0	1.0	1.0	0.9	0.8	0.8	0.8	0.9
History	2.5	2.7	2.9	3.2	3.3	3.7	3.7	3.8	3.9	3.8	3.7	3.9	3.6	3.5	3.3	3.4	3.3	3.4
Library and Records Science	0.4	0.2	0.2	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Mass Media Studies	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.3	0.2	0.3	0.3	0.4	0.5	0.5	0.4
English	5.1	6.1	6.2	6.4	6.6	7.0	6.8	6.5	6.3	6.0	5.5	5.3	5.2	4.7	4.4	4.4	4.5	5.1
French	2.2	3.4	3.6	3.3	3.8	4.1	3.6	3.6	3.3	3.3	3.3	3.1	2.7	2.7	2.5	2.4	2.4	2.5
German	0.8	0.9	0.9	0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.6	0.6	0.6
Spanish	0.2	0.4	0.3	0.3	0.3	0.5	0.4	0.5	0.4	0.5	0.6	0.6	0.6	0.5	0.5	0.5	0.5	0.5
Other Modern Languages	2.3	1.5	1.6	2.2	2.5	2.5	2.8	2.7	2.7	2.5	2.4	2.4	2.3	2.2	2.2	2.1	1.5	1.6
Philosophy	3.0	3.5	3.4	3.6	3.6	3.4	3.0	3.0	2.8	2.6	2.6	2.5	2.5	2.4	2.2	2.1	2.1	2.1
Religious Studies	2.4	2.7	2.5	2.1	2.0	1.7	1.5	1.3	1.3	2.2	1.9	1.8	1.9	2.0	1.9	1.8	1.8	1.8
Sub-total Humanities	21.4	24.0	24.1	24.5	25.3	25.9	24.5	24.0	23.5	23.3	22.4	21.9	21.1	20.2	19.2	19.0	18.2	19.2
Anthropology (incl. Archaeology)	0.2	0.2	0.3	0.3	0.4	0.4	0.6	0.7	0.6	0.8	1.0	1.2	1.2	1.2	1.2	1.2	1.2	1.3
Area Studies	1.2	1.1	0.8	0.8	0.7	0.9	0.9	0.9	0.8	0.6	0.4	0.3	0.4	0.4	0.3	0.3	-	-
Commerce, Business Administration	2.2	2.7	2.5	2.4	2.6	2.7	3.0	3.2	3.1	2.9	3.4	3.4	3.7	4.1	4.4	4.8	5.0	4.6
Economics	3.5	3.5	3.3	3.5	3.4	3.5	3.6	3.6	3.5	3.1	3.2	3.2	3.1	3.2	3.1	3.1	3.3	3.3
Geography	0.8	1.1	1.2	1.4	1.6	1.8	1.9	2.0	2.1	2.0	2.2	2.2	2.1	2.1	2.1	2.1	2.3	2.2
Law	1.2	1.5	1.6	1.7	1.5	1.6	1.7	1.6	1.6	1.6	1.6	1.5	1.8	1.8	1.8	1.9	1.9	1.8
Political Science	0.4	0.7	0.9	1.2	1.3	1.7	2.0	2.0	2.1	2.3	2.5	2.6	2.4	2.3	2.3	2.3	2.3	2.5
Psychology	1.8	2.2	2.0	2.2	2.5	3.3	4.0	4.0	4.6	4.1	4.3	4.3	4.3	4.3	4.3	4.4	4.8	4.5
Social Work	1.1	1.1	1.0	0.9	1.1	0.9	0.8	0.9	0.9	1.0	1.0	1.0	1.0	1.1	1.2	1.1	1.3	1.1
Sociology	0.7	0.8	1.0	1.1	1.3	1.6	1.8	2.2	2.5	2.8	3.1	2.9	3.0	3.0	3.0	2.9	2.9	3.0
Sub-total Social Sciences	13.1	14.9	14.6	15.5	16.4	18.4	20.3	21.1	21.9	21.2	22.7	22.6	23.0	23.4	23.7	24.1	24.9	24.4

* Preliminary

Table 11 (cont'd)

Percentage Distribution of Full-time University Teachers by Teaching Field and Selected Discipline, 1956-57 to 1978-79

Teaching Field and Discipline	1956/ 1957	1958/ 1959	1960/ 1961	1962/ 1963	1963/ 1964	1965/ 1966	1967/ 1968	1968/ 1969	1969/ 1970	1970/ 1971	1971/ 1972	1972/ 1973	1973/ 1974	1974/ 1975	1975/ 1976	1976/ 1977	1977/ 1978	1978/ 1979 *
Agriculture	4.9	4.0	3.1	3.0	2.6	2.2	1.8	1.7	1.5	1.5	1.4	1.4	1.5	1.2	1.4	1.4	1.4	1.4
Biology	2.4	2.0	1.9	2.0	2.4	2.3	2.7	2.8	3.2	2.5	2.3	2.4	2.4	2.4	2.7	2.8	2.6	2.3
Botany	1.4	1.2	1.1	1.0	1.0	1.1	0.8	0.7	0.7	0.8	0.6	0.6	0.7	0.6	0.7	0.6	0.6	0.7
Household Science & Related	1.1	1.6	1.5	1.3	1.2	1.0	0.8	0.8	0.9	0.7	0.8	0.8	0.8	0.8	0.9	0.9	0.9	0.9
Veterinary Medicine & Science	1.2	1.0	0.8	0.7	0.6	0.5	0.5	0.5	0.6	0.5	0.4	0.6	0.5	0.6	0.6	0.7	0.7	0.7
Zoology	4.9	4.1	3.7	3.4	3.4	3.2	2.7	2.8	2.5	1.0	1.1	1.1	1.1	1.5	1.1	1.1	1.1	1.1
Sub-total Biological Science	15.9	13.9	12.1	11.4	11.2	10.3	9.3	9.3	9.4	7.0	6.6	6.9	7.0	7.1	7.4	7.6	7.4	7.1
Architecture	0.8	0.9	0.9	0.8	0.8	0.7	0.7	0.7	1.0	0.5	0.7	0.7	0.7	0.7	0.6	0.6	0.6	0.5
Chemical Engineering	0.8	0.9	1.0	0.9	0.9	0.9	0.9	0.9	0.8	0.9	0.9	0.9	0.8	0.8	0.7	0.7	0.7	0.7
Civil Engineering	3.0	2.6	3.0	2.8	2.5	2.2	2.1	2.0	1.9	1.7	1.6	1.5	1.6	1.4	1.1	1.2	1.2	1.2
Electrical Engineering	1.5	1.9	2.2	2.2	2.0	1.9	1.7	1.7	1.5	1.6	1.5	1.0	1.0	1.3	1.4	1.5	1.5	1.3
Mechanical Engineering	1.6	2.2	2.5	2.2	2.0	1.7	1.5	1.5	1.4	1.4	1.2	1.2	1.1	1.1	1.1	1.2	1.2	1.1
Mining Engineering	2.0	1.1	1.0	0.8	0.8	0.7	0.7	0.6	0.6	0.8	0.4	0.4	0.4	0.4	0.2	0.2	–	–
Forestry	0.4	0.5	0.6	0.5	0.4	0.4	0.3	0.4	0.4	0.4	0.3	0.3	0.3	0.5	0.3	0.3	0.3	0.4
Other Applied Sciences	1.5	1.8	1.4	1.6	1.6	1.2	1.5	1.5	1.9	1.2	1.1	1.7	1.7	1.4	2.0	1.8	1.9	1.9
Sub-total Applied Sciences	11.6	11.9	12.5	11.8	11.1	9.7	9.4	9.3	9.5	8.5	7.7	7.7	7.6	7.6	7.4	7.5	7.5	7.1
Dentistry	1.1	0.7	0.9	0.9	0.9	0.8	0.8	0.9	0.9	1.0	0.9	0.7	0.9	0.9	1.0	1.0	1.1	0.9
Medicine	8.9	5.7	5.7	5.5	5.2	5.2	6.6	6.8	6.2	9.7	10.2	10.3	10.6	10.1	10.4	10.5	10.4	10.3
Nursing	1.2	1.2	1.1	1.2	1.1	1.2	1.4	1.5	1.4	1.4	1.4	1.5	1.5	1.8	1.8	1.9	2.1	2.1
Pharmacy	0.5	0.6	0.6	0.6	0.7	0.5	0.5	0.5	0.8	0.4	0.4	0.4	0.5	0.5	0.5	0.5	0.5	0.4
Sub-total Health Sciences	11.7	8.2	8.3	8.2	7.9	7.7	9.4	9.7	9.3	12.5	12.9	12.9	13.5	13.3	13.7	13.9	14.2	13.7
Mathematics	4.9	6.0	6.2	6.0	6.1	6.1	5.9	5.6	5.5	5.6	5.5	5.0	4.6	4.2	6.1	6.0	6.0	5.9
Chemistry	6.7	5.9	6.2	6.2	5.9	5.7	5.0	4.9	4.6	3.8	3.9	4.2	4.1	3.8	2.9	2.9	3.0	3.1
Geology and Related	1.7	1.9	1.7	1.7	1.4	1.5	1.3	1.3	1.3	1.3	1.7	1.8	1.8	1.7	1.5	1.5	1.4	1.4
Physics	5.0	4.9	5.0	5.0	4.9	4.6	4.2	4.1	4.0	3.8	4.0	4.2	4.0	4.9	3.2	3.1	3.1	3.1
Sub-total Physical Sciences	18.3	18.9	19.1	18.9	18.4	18.1	16.5	16.0	15.6	14.5	15.1	15.2	14.5	14.6	13.8	13.5	13.4	13.5
GRAND TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* Preliminary

of the total in 1956-57 to 0.8% in 1977-78; agriculture, from 4.9% to 1.4%, and chemistry, from 6.7% to 3.0%. The percentage of teachers in all engineering disciplines has declined from 11.6% to 7.5%. In contrast, some social science disciplines doubled, tripled and even quadrupled their representation, e.g., commerce and business administration (2.2% to 5.0%), geography (0.8% to 2.3%), psychology (1.8% to 4.8%), and anthropology and sociology (0.9% to 4.1%).

University teaching has long been the preserve of males. In 1958-59 only 10.7% were female, a proportion that increased to 14.9% in 1977-78 (Table 12). The percentage of women teaching in traditional "female" fields (education and nursing) has declined since 1958-59, although they still constitute more than one-fifth of each. In fine and applied arts the proportion of women increased slightly to 20.6%. Their representation on humanities and social science faculties has grown substantially from 9.7% and 7.8% to 18.1% and 13.1%. Over the years the percentage of females in science, excluding health and biological sciences, has been small, 1.1% in engineering and 3.9% in the physical sciences in 1977-78.

Table 13 shows doctoral qualifications for seven selected years, by field and discipline. The overall proportion with Ph.D.'s increased from 41.7% in 1958-59 to 49.4% in 1968-69, and to 60.4% in 1977-78. Qualifications varied substantially among disciplines, reflecting the distinction between theoretical and applied fields, for in many of the latter a Ph.D. is not a teaching prerequisite. In 1977-78 an average of 84.3% of the teachers in

Table 12

Full-time Female University Teachers as a Percentage of the Total, by Teaching Field, Selected Years

Teaching Field	1958-59	1963-64	1968-69	1973-74	1976-77	1977-78
Education	29.5	25.1	23.8	21.3	23.2	23.1
Fine and Applied Arts	17.5	16.4	17.5	18.7	20.4	20.6
Humanities	9.7	12.8	18.1	16.6	17.1	18.1
Social Sciences	7.8	8.0	8.7	10.2	12.4	13.1
Biological Sciences	16.5	16.4	16.2	15.7	16.1	16.2
Engineering and Applied Sciences	0.3	1.1	0.7	0.7	1.0	1.1
Health Sciences	25.6	27.1	24.8	20.6	22.9	23.3
Mathematics and Physical Sciences	3.6	4.1	4.8	4.1	3.7	3.9
Total	10.7	11.6	13.2	13.0	14.4	14.9

Table 13

Percentage of Full-time University Teachers with Doctoral Qualifications, by Teaching Field and Selected Discipline, Selected Years

Teaching Field and Discipline	58/59	63/64	68/69	73/74	76/77	77/78	78/79*
Physical Education	6.1	8.4	11.1	29.3	38.4	40.2	42.4
Education	27.0	27.5	35.3	43.5	47.9	50.1	58.4
Sub-total Education	20.7	22.6	29.9	40.1	45.8	47.8	54.3
Music	15.2	13.2	15.5	22.8	25.6	25.6	29.8
Fine and Applied Arts	17.6	21.6	21.0	15.9	17.7	18.8	28.5
Sub-total Fine and Applied Arts	16.5	17.7	18.6	18.7	20.8	21.6	28.9
Classics	46.8	37.2	47.3	62.0	67.4	65.7	69.7
History	55.3	49.2	54.3	63.0	77.1	79.1	82.4
Library and Records Science	0.0	16.0	11.3	23.9	28.4	28.0	35.2
Mass Media Studies	0.0	0.0	0.0	17.7	19.0	19.5	23.0
English	40.3	37.9	42.9	60.7	70.0	68.5	69.9
French	34.9	32.7	33.2	47.8	58.8	61.8	63.2
German	80.0	55.7	51.7	72.3	76.6	79.1	79.9
Spanish	20.0	28.6	34.5	52.3	69.4	71.2	70.3
Other Modern Languages	41.5	41.8	43.1	49.9	59.9	61.7	64.0
Philosophy	55.2	52.5	48.5	67.0	75.7	79.2	79.2
Religious Studies	41.0	43.4	49.8	60.1	67.2	69.9	72.3
Sub-total Humanities	44.9	41.4	44.2	58.9	67.4	68.6	70.8
Anthropology	58.3	60.0	54.1	61.3	71.9	76.6	78.1
Area Studies	38.5	38.5	42.3	62.8	54.0	-	-
Commerce, Business Administration	11.8	17.1	25.6	39.1	41.5	40.4	45.7
Economics	47.4	44.4	52.0	63.8	70.4	69.4	72.6
Geography	51.9	48.5	54.3	66.7	74.2	71.0	78.7
Law	17.1	18.0	15.5	16.5	18.1	18.6	12.3
Political Science	45.5	50.0	46.4	58.6	68.8	73.6	72.6
Psychology	60.7	69.8	69.7	77.0	81.1	78.3	85.2
Social Work	14.5	14.6	15.8	23.4	29.1	29.8	34.3
Sociology	40.0	50.9	47.3	55.7	66.1	70.8	72.3
Sub-total Social Sciences	36.9	41.2	45.9	55.4	60.3	60.7	64.6
Agriculture	53.3	64.7	70.3	79.8	83.4	85.2	85.8
Biology	59.4	65.4	76.1	83.1	83.4	84.8	87.5
Botany	81.0	81.4	85.8	89.2	91.7	93.0	93.5
Household Science and Related	3.6	8.7	17.5	38.9	44.5	45.0	47.0
Veterinary Medicine	20.4	17.6	29.8	40.7	47.2	48.7	52.5
Zoology	61.6	61.6	71.2	89.2	90.0	91.6	92.5
Sub-total Biological Sciences	51.0	57.1	66.9	76.1	78.3	78.2	80.1
Architecture	2.1	6.0	8.9	7.7	10.1	9.2	11.3
Chemical Engineering	63.8	70.5	83.1	87.2	89.5	88.5	88.6
Civil Engineering	[illegible]	22.7	[illegible]	[illegible]	67.7	64.6	68.2
Electrical Engineering	21.9	28.2	59.2	72.7	68.5	67.5	69.4
Mechanical Engineering	10.6	24.3	52.0	63.6	64.4	64.1	68.2
Mining Engineering	42.6	58.7	72.8	72.6	60.0	-	-
Forestry	32.1	25.0	46.3	50.6	19.0	55.4	55.0
Sub-total Applied Sciences	20.8	29.9	51.4	59.7	61.2	61.4	64.7
Dentistry	7.9	12.7	23.2	18.7	22.3	18.9	25.8
Medicine	26.9	29.7	23.7	42.7	46.3	43.5	33.0
Nursing	1.6	2.0	3.2	3.9	5.4	5.2	5.4
Pharmacy	51.6	59.3	76.9	79.6	82.4	77.0	81.9
Sub-total Health Sciences	23.3	26.4	30.5	38.2	38.6	37.1	29.8
Mathematics	48.9	47.3	60.5	78.2	80.5	78.4	82.3
Chemistry	76.7	81.0	85.9	90.3	91.0	90.0	90.4
Geology and Related	74.5	80.0	87.3	86.9	90.5	89.9	91.6
Physics	69.8	67.8	81.2	86.6	88.4	88.0	89.5
Sub-total Physical Sciences	65.4	66.1	75.9	82.0	84.6	84.3	86.7
GRAND TOTAL	41.7	43.4	49.4	56.8	60.0	60.4	62.3

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*Dalhousie and the universities of Quebec have not been included.

the physical sciences had doctorates, ranging from 78.4% in mathematics to 90.0% in chemistry. Proportions were low in applied disciplines like nursing (5.2%), architecture (9.2%), fine and applied arts (21.6%), law (18.6%), and dentistry (18.9%).

The percentage of teachers with doctorates increased considerably in some disciplines. For example, in 1958-59, 11.8% in commerce and business administration held Ph.D.'s; this rose to 45.7% by 1978-79. Since a sizable number of teachers are still completing their studies, the proportion of doctorates in most disciplines is apt to grow.

A unique feature of the Canadian university scene has been the tremendous mobility of faculty. Table 14 provides an overview of this pattern. Less than 25% of the full-time university teachers were already teaching at their present institution by 1965. In the case of the social sciences, which expanded particularly rapidly, only 15.8% were employed at their present university (in 1977) as compared with one third in engineering.

The growth of full-time faculty has subsided, although in the last few years universities have created about 500 new positions per annum, primarily in "applied" disciplines like business administration and mass media studies. Numbers in other disciplines have levelled off, and in a few instances, have declined. In addition to the part-time faculty and teaching assistants, for the next few years, the numbers of full-time university teachers is likely to remain stable around 32,500.

Table 14

Year of Appointment of Full-time Faculty by Teaching Field, 1976-77

Year of Appointment	Education	Fine and Applied Arts	Humanities	Social Sciences	Agriculture and Biological Sciences	Engineering	Health Sciences	Mathematics and Physical Sciences	Sub-Total	Not Reported	Total
1929-1950	30 1.0	15 1.2	154 2.7	81 1.1	119 5.1	84 3.7	75 1.8	109 2.7	667 2.2	12 6.9	679 2.2
1951-1960	148 4.7	55 4.5	459 8.1	324 4.3	261 11.2	296 12.9	279 6.5	415 10.1	2,239 7.3	17 9.7	2,256 7.3
1961-1965	351 11.1	102 8.4	1,025 18.1	784 10.4	364 15.6	379 16.6	461 10.8	755 18.4	4,221 13.8	18 10.3	4,239 13.8
1966	142 4.5	44 3.6	423 7.5	387 5.1	118 5.1	151 6.6	188 4.4	260 6.3	1,713 5.6	13 7.4	1,726 5.6
1967	210 6.7	67 5.5	493 8.7	427 5.7	156 6.7	188 8.2	248 5.8	326 7.9	2,115 6.9	10 5.7	2,125 6.9
1968	198 6.3	69 5.7	488 8.6	563 7.5	144 6.2	197 8.6	288 6.7	348 8.5	2,295 7.5	11 6.3	2,306 7.5
1969	325 10.3	114 9.4	520 9.2	648 8.6	180 7.7	203 8.9	318 7.4	385 9.4	2,693 8.8	4 2.3	2,697 8.8
1970	244 7.7	94 7.7	500 8.8	645 8.6	158 6.8	150 6.6	290 6.8	334 8.1	2,415 7.9	11 6.3	2,426 7.9
1971	216 6.8	110 9.0	341 6.0	613 8.1	145 6.2	114 5.0	309 7.2	273 6.7	2,121 6.9	9 5.1	2,130 6.9
1972	159 5.0	97 7.9	243 4.3	508 6.8	130 5.6	101 4.4	316 7.4	193 4.7	1,747 5.7	11 6.3	1,758 5.7
1973	291 9.2	93 7.6	207 3.7	494 6.6	126 5.4	81 3.5	380 8.9	148 3.6	1,820 6.0	13 7.4	1,833 6.0
1974	304 9.6	121 9.9	221 3.9	643 8.5	139 6.0	113 4.9	382 8.9	174 4.2	2,097 6.9	11 6.3	2,108 6.9
1975	315 10.0	127 10.4	286 5.1	756 10.0	180 7.7	139 6.1	440 10.3	187 4.6	2,430 8.0	17 9.7	2,447 8.0

Table 14

Year of Appointment of Full-time Faculty by Teaching Field, 1976-77

Year of Appointment	Education	Fine and Applied Arts	Humanities	Social Sciences	Agriculture and Biological Sciences	Engineering	Health Sciences	Mathematics and Physical Sciences	Sub-Total	Not Reported	Total
1976	227 7.2	113 9.3	298 5.3	652 8.7	115 4.9	93 4.1	302 7.1	197 4.8	1,997 6.5	18 10.3	2,015 6.6
Sub-total	3,160 100.0	1,221 100.0	5,658 100.0	7,527 100.0	2,335 100.0	2,289 100.0	4,276 100.0	4,104 100.0	30,570 100.0	175 100.0	30,745 100.0
Unknown	88	23	82	153	41	41	45	103	576	140	716
Total	3,248	1,244	5,740	7,680	2,376	2,330	4,321	4,207	31,146	315	31,461

Introduction to the Appendices

Although the principal concern of this study is the age structure of full-time teachers at Canadian universities and its implications, through the appendices a chronological perspective on some other faculty characteristics is also provided.

Appendix A supplements the discussion in Chapter 1, "The Age Structure of Canadian University Teachers and Its Implications", with statistics by field and by selected disciplines. Time series on average and median ages and the 1977-78 age structure provide the background to develop replacement demand tables for each discipline up to 1987.

Appendix B explores the present and anticipated rank distribution of full-time faculty.

The next three appendices, which deal with previous employment, geographic area of first degree, and citizenship follow the same format. First the 1977-78 situation for total full-time faculty is outlined by teaching field and by selected disciplines. This is followed by flow data on newly-appointed faculty over the six-year period between 1972-73 and 1977-78, again by field and by selected disciplines.

The geographic origin of the first degree (Appendix D) suggests the teachers' original citizenship, while the citizenship data (Appendix E) give their legal status at a specific time.

Because the appendices are intended as reference material, descriptive text has been kept to a minimum. The list of tables at the beginning of each appendix allow readers to go directly to particular fields and disciplines.

The authors realize that the massive amount of data in the appendices is largely of historical interest. Moreover, demographic and financial developments now threaten to disrupt the patterns of these time series, and thereby possibly invalidate the projections that have been based on them. Nonetheless past trends disaggregated for 45 disciplines are likely to be a helpful statistical base for researchers investigating issues that involve Canadian university faculty.

APPENDIX A

Age Structure and Anticipated Replacement Demand

In Table 2, the historical age structure of full-time university teachers has been traced for the ten provinces, and at the national level. This appendix provides more detailed information for teaching fields, as well as for selected disciplines. At the same time, the potential replacement demand has been simulated for the next eight years at the provincial level and for selected disciplines.

Table A-1 gives the median age of full-time university teachers by teaching field and by academic rank. In 1977-78 the median age in the social sciences was 38, as compared with 42 in engineering and the health sciences. Since the early seventies average age has gradually increased from 38.6 in 1968-69 to 41.4 in 1976-77. If one considers that the majority of university teachers obtain their first university appointment after the age of 30, the present median of 40 could be regarded as young.

As outlined in Table 2, for the 31,962 full-time university teachers, only 3.2% (1,034) were between 61 and 65 years of age. This means that on the average only about 200 faculty members will reach the mandatory retirement age of 65 each year. The age structure varies also among the provinces, as well as by university. Those institutions which were created or expanded rapidly during the 1960s are younger than that of some of the more well established universities, for instance, Simon Fraser compared with the University of British Columbia.(1)

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(1) A more detailed statistical breakdown for each university is provided in The Age Structure and Anticipated Retirement and Replacement Demand for Full-time Faculty by Province and University, by Jeff Holmes, Director, Education, Science and Culture Division, May 1978.

Another variation exists in the age structure of full-time faculty at the discipline level (Table A-3). Since very little substitutability exists among the disciplines, it was necessary to develop the age structure for selected disciplines. As the median age table has shown, the age structure varied by teaching field, and does even more so at a discipline level, particularly those in the social sciences, where there is a younger age profile. These tables show that for many disciplines, very few faculty members will reach retirement age for the next five years. Moreover, because of the skewed distribution in favour of young and middle-aged faculty, the mortality rate is only about 0.5% annually.

In Table A-4, the anticipated replacement demand for full-time university teachers by province has been calculated for 1980-87. This table assumes zero net mobility, for example, as many university teachers leave for other employment sectors such as government and industry as are hired from these areas. The result of this hypothetical simulation is that on average, only about 450 replacement positions will be created annually on account of mortality and retirement. As an illustration, at the University of Prince Edward Island, only two faculty members will need to be replaced annually, provided the number of positions remain constant. In the case of the Ontario university system, about 200 positions might become available each year. This table gives only an overview of the magnitude for the potential replacement demand. It does not answer the questions about outward mobility and the distributional adjustments which need to be made on account of changes in student preferences. Tables A-5 to A-47 provide the anticipated replacement demand of full-time faculty for 43 disciplines between 1978 and 1987. These tables are self-explanatory, and the footnote on each of them shows the assumptions which have been made in calculating the replacement demand for each discipline.

A number of qualifications are necessary. These replacement tables do not indicate the qualifications necessary for replacing the present faculty. Moreover, the anticipated absolute decline in enrolment on account of demographic factors might make it desirable to reduce the numbers of full-time faculty in order to keep the student-teacher ratio constant. There is also the possibility that positions remain unfilled on account of financial extingencies and shifts in student preferences. Therefore, these tables show the potential retirement by single year, and the likely mortality. Added to these two figures has been a 1% outward mobility. As an illustration, from the 1,359 full-time faculty positions in English, retirement and mortality would provide an annual replacement demand of about 25 positions (Table A-13). In the case of political science, for its 703 faculty members, only about 10 need to be replaced within the next few years (Table A-23).

The information provided gives the opportunity to recalculate the replacement demand depending on the assumptions one would like to use. However, the data cannot capture the potential internal changes which are apt to occur among the disciplines in each university: some will continue to grow, others decline.

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Age Structure and Anticipated Replacement Demand

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Table A-1

Median Age of Full-time University Teachers by Teaching Field and by Rank, 1977-78

Teaching Field	Full Professor		Associate Professor		Assistant Professor		Next Rank Below Assistant		Other		TOTAL	
	No.	Med. Age	No.	Med. Age	No.	Med. Age	No.	Med. Age	No.	Med. Age	No.	Med. Age
Education	548	50	1,136	43	1,003	36	275	33	265	41	3,227	41
Fine and Applied Arts	216	51	427	43	412	36	122	32	129	37	1,306	40
Humanities and Related	1,361	51	2,272	42	1,540	36	311	33	278	37	5,762	42
Social Sciences and Related	1,827	48	2,737	38	2,343	34	554	30	402	36	7,863	38
Agriculture and Biological Sciences	788	49	796	40	541	34	98	30	119	34	2,342	41
Engineering and Applied Sciences	888	47	863	40	385	34	71	34	157	43	2,364	42
Health Sciences	1,159	51	1,422	43	1,394	36	348	32	162	34	4,485	42
Mathematics and Physical Sciences	1,426	47	1,683	39	814	33	100	31	214	37	4,237	40
Sub-total	8,213	49	11,336	41	8,432	35	1,879	32	1,726	37	31,586	41
Others	149	51	61	41	41	34	16	32	314	36	581	39
Total all Fields	8,362	49	11,397	41	8,473	35	1,895	31	2,040	37	32,167	40

Table A-2

Average Age of Full-time University Teachers,
by Teaching Field, Selected Years

Teaching Field	1958-59	1963-64	1968-69	1973-74	1976-77
Education	40.4	40.6	40.0	40.6	41.9
Fine and Applied Arts	39.2	39.8	39.7	39.9	41.3
Humanities	39.3	39.3	38.0	40.5	42.7
Social Sciences	37.8	37.9	36.9	39.9	39.4
Biological Sciences	39.2	40.6	40.5	40.8	41.9
Engineering and Applied Sciences	37.4	38.5	38.7	40.6	42.5
Health Sciences	40.2	41.9	40.6	41.4	42.4
Mathematics and Physical Sciences	37.8	37.9	37.4	38.9	40.9
Total	38.9	39.4	38.6	40.0	41.4

Table A-3

The Age Structure of Full-time University Teachers by Teaching Field and Selected Disciplines, 1977-78

Teaching Field and Disciplines	Under 25		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		Over 60		Sub-total		N.R.	Total
[illegible]	8	1.1	78	10.5	202	27.2	186	25.0	112	15.1	74	10.0	42	5.6	28	3.8	14	1.9	744	100.0	0	744
[illegible]	3	0.1	75	3.0	316	12.6	543	21.7	476	19.0	457	18.2	298	11.9	190	7.6	147	5.9	2,507	100.0	3	2,510
[illegible] Education	11	0.3	153	4.7	518	16.0	729	22.4	588	18.1	531	16.3	340	10.5	218	6.7	161	5.0	3,251	100.0	3	3,254
Music	4	0.7	37	6.8	94	17.4	106	19.6	90	16.6	85	15.7	55	10.2	39	7.2	31	5.7	541	100.0	2	543
[illegible] and Applied Arts	3	0.4	50	6.4	165	21.2	162	20.8	144	18.5	115	14.8	64	8.2	41	5.3	33	4.3	777	100.0	2	779
Sub-total Fine and Applied Arts	7	0.5	87	6.6	259	19.6	268	20.3	234	17.8	200	15.2	119	9.0	80	6.1	64	4.9	1,318	100.0	4	1,322
[illegible]	0	0.0	7	2.8	30	12.0	65	26.0	54	21.6	31	12.4	21	8.4	22	8.8	20	8.0	250	100.0	2	252
[illegible]	0	0.0	24	2.3	194	18.8	261	25.3	187	18.1	149	14.4	95	9.2	80	7.7	43	4.2	1,033	100.0	2	1,035
[illegible]	0	0.0	1	1.1	8	8.6	11	11.8	14	15.1	18	19.4	19	20.4	14	15.1	8	8.6	93	100.0	0	93
[illegible]	1	0.7	8	5.7	28	20.0	26	18.6	17	12.1	28	20.0	11	7.9	10	7.1	11	7.9	140	100.0	0	140
[illegible]	1	0.1	43	3.1	216	15.3	340	24.1	259	18.4	218	15.5	144	10.2	109	7.7	79	5.6	1,409	100.0	2	1,411
[illegible]	0	0.0	40	5.4	115	15.4	162	21.8	133	17.8	111	14.8	85	11.5	60	8.0	40	5.4	745	100.0	0	745
[illegible]	0	0.0	1	0.6	16	8.7	44	24.0	44	24.0	28	15.3	19	10.4	21	11.5	10	5.5	183	100.0	0	183
[illegible] Languages	0	0.0	3	2.1	12	8.2	30	20.6	35	24.0	23	15.8	23	15.8	11	7.5	9	6.2	146	100.0	0	146
[illegible]	1	0.2	22	4.8	55	12.0	108	23.6	91	19.9	69	15.1	45	9.9	35	7.7	31	6.8	457	100.0	0	457
[illegible]	0	0.0	23	3.5	83	12.7	172	26.3	122	18.6	99	15.1	84	12.8	41	6.3	31	4.7	655	100.0	0	655
[illegible]	0	0.0	7	1.3	47	8.5	92	16.6	125	22.5	112	20.2	70	12.6	51	9.2	51	9.2	555	100.0	0	555
[illegible] and Related	1	0.8	6	4.6	24	18.2	34	25.8	25	18.9	14	10.6	13	9.9	7	5.3	8	6.1	132	100.0	0	132
Sub-total Humanities and Related	4	0.1	185	3.2	828	14.3	1,345	23.2	1,105	19.1	901	15.5	630	10.9	461	8.0	341	5.9	5,801	100.0	5	5,806
[illegible] Area Study	0	0.0	17	4.4	98	25.3	96	24.8	62	16.0	52	13.5	34	8.8	16	4.1	12	3.1	387	100.0	1	388
[illegible]	0	0.0	5	5.6	15	16.7	15	16.7	19	21.1	14	15.5	10	11.1	6	6.7	6	6.7	90	100.0	1	91
[illegible] Administration	21	1.4	142	9.8	378	26.0	331	22.8	203	14.0	164	11.3	88	6.0	81	5.6	46	3.2	1,454	100.0	3	1,457
[illegible]	6	0.6	79	8.2	214	22.3	222	23.1	163	17.0	95	9.9	81	8.4	62	6.4	39	4.1	961	100.0	4	965
[illegible]	2	0.3	43	6.7	155	24.0	171	26.5	105	16.3	63	9.8	54	8.4	35	5.4	18	2.8	646	100.0	0	646
Law	6	1.0	87	14.9	170	29.1	124	21.2	79	13.5	53	9.1	30	5.1	15	2.6	20	3.4	584	100.0	0	584
Political Science	1	0.1	41	5.7	186	25.8	193	26.8	112	15.5	77	10.7	46	6.4	44	6.1	21	2.9	721	100.0	1	722
[illegible]	2	0.2	121	8.8	353	25.6	363	26.4	211	15.3	152	11.0	96	7.0	43	3.1	36	2.6	1,377	100.0	1	1,378
[illegible]	0	0.0	7	2.0	53	15.2	75	21.6	73	21.0	62	17.8	45	12.9	33	9.5	20	5.8	348	100.0	0	348
[illegible]	2	0.2	64	7.1	239	26.4	212	23.4	154	17.0	93	10.3	69	7.6	42	4.6	32	3.5	907	100.0	2	909
[illegible]	0	0.0	30	6.0	109	21.7	118	23.5	78	15.5	75	14.9	42	8.4	31	6.2	20	4.0	503	100.0	0	503
Sub-total Social Sciences	40	0.5	636	8.0	1,973	24.7	1,927	24.1	1,259	15.8	890	11.1	595	7.5	408	5.1	270	3.4	7,978	100.0	13	7,991
[illegible]	0	0.0	12	3.2	47	12.4	66	17.4	68	17.9	60	15.8	47	12.4	45	11.9	34	9.0	379	100.0	0	379
[illegible]	1	0.1	37	5.3	111	15.8	175	24.9	123	17.5	110	15.6	66	9.4	53	7.5	28	4.0	704	100.0	0	704
[illegible]	0	0.0	5	3.0	29	17.6	34	20.6	35	21.2	21	12.7	20	12.1	15	9.1	6	3.6	165	100.0	0	165
[illegible] and Related	5	2.0	23	9.3	49	19.8	42	17.0	35	14.2	31	12.6	34	13.8	19	7.7	9	3.6	247	100.0	0	247
[illegible]	1	0.5	20	10.6	43	22.9	35	18.6	23	12.2	26	13.8	18	9.6	17	9.0	5	2.7	188	100.0	0	188
[illegible]	0	0.0	17	5.7	54	18.2	65	21.9	44	14.9	55	18.6	31	10.5	21	7.1	10	3.4	296	100.0	0	296
Other Agric. and Biol. Sciences	0	0.0	15	4.1	75	20.4	95	25.8	61	16.6	51	13.9	32	8.7	20	5.4	19	5.2	368	100.0	0	368
Sub-total Agric. and Biol. Sciences	7	0.3	129	5.5	408	17.4	511	21.8	389	16.6	354	15.1	248	10.6	190	8.1	111	4.7	2,347	100.0	0	2,347
[illegible]	0	0.0	10	4.3	32	13.9	50	21.7	49	21.3	29	12.6	33	14.3	13	5.6	14	6.1	230	100.0	0	230
[illegible] Engineering	0	0.0	3	1.3	26	11.4	56	24.4	44	19.2	48	21.0	26	11.4	17	7.4	9	3.9	229	100.0	0	229
Civil Engineering	2	0.5	12	3.1	45	11.7	83	21.6	87	22.7	64	16.7	57	14.8	22	5.7	12	3.1	384	100.0	0	384
Electrical Engineering	1	0.2	17	3.6	66	14.2	120	25.8	113	24.2	65	13.9	53	11.4	18	3.9	14	3.0	466	100.0	0	466
Mechanical Engineering	0	0.0	14	3.7	41	10.7	88	23.0	82	21.5	54	14.1	52	13.6	32	8.4	19	5.0	382	100.0	0	382
[illegible]	1	1.1	1	1.1	12	13.3	21	23.3	14	15.6	11	12.2	18	20.0	7	7.8	5	5.6	90	100.0	0	90
Other [illegible] Applied Sciences	0	0.0	19	3.2	89	15.0	131	22.0	111	18.7	91	15.3	69	11.6	47	7.9	38	6.4	595	100.0	1	596
Sub-total Engineering and Applied Science	4	0.2	76	3.2	311	13.1	549	23.1	500	21.0	361	15.2	306	13.0	156	6.6	111	4.7	2,376	100.0	1	2,377
[illegible]	4	1.3	15	4.8	58	18.5	56	17.8	48	15.3	43	13.7	36	11.5	39	12.4	15	4.8	314	100.0	[illegible]	314
[illegible]	0	0.0	41	1.6	365	14.1	583	[illegible]	522	20.2	441	17.0	372	[illegible]	200	7.7	108	4.2	2,588	100.0	2	2,590
[illegible]	5	0.8	88	14.4	127	20.8	103	16.9	95	15.5	89	14.6	48	7.9	27	4.4	29	4.7	611	100.0	1	612
[illegible]	3	2.0	13	8.4	24	15.6	35	22.7	25	16.2	18	11.7	12	7.8	15	9.7	9	5.9	154	100.0	0	154
Other Health Sciences	2	0.2	33	4.7	[illegible]	14.2	171	29.7	153	19.6	128	24.3	97	15.8	67	8.1	52	6.3	525	100.0	0	[illegible]
Sub-total Health Sciences	14	0.3	196	4.4	704	15.8	947	21.1	843	18.8	709	15.8	524	11.6	348	7.9	213	4.7	4,492	100.0	3	4,495
[illegible]	5	0.3	124	6.7	410	22.1	519	28.0	313	16.9	231	12.4	133	7.2	68	3.7	52	2.8	1,855	100.0	4	1,859
[illegible]	1	0.1	20	2.2	131	14.3	233	25.4	201	21.9	152	16.6	94	10.3	50	5.4	35	3.8	917	100.0	0	917
[illegible] and Related	3	0.7	15	3.6	60	14.2	86	20.4	106	25.2	65	15.4	51	12.1	20	4.8	15	3.6	421	100.0	0	421
[illegible]	1	0.1	16	1.7	97	10.1	262	27.3	223	23.3	152	15.9	106	11.0	63	6.6	39	4.1	959	100.0	0	959
Other [illegible] and Physical Sciences	0	0.0	8	7.0	17	14.8	25	21.7	21	18.3	17	14.8	12	10.4	7	6.1	8	7.0	115	100.0	0	115
Sub-total [illegible] and Physical Sciences	10	0.2	183	4.3	715	16.8	1,125	26.5	864	20.2	617	14.5	396	9.3	208	4.9	149	3.5	4,267	100.0	4	4,271
[illegible]	97	0.3	1,645	5.2	5,718	18.0	7,401	23.2	5,782	18.2	4,564	14.3	3,158	9.9	2,069	6.5	1,420	4.5	31,841	100.0	33	31,874
[illegible]	2		12		11		51		51		15		34		36		23		235		4	239
[illegible]	99	0.3	1,657	5.2	5,729	17.8	7,452	23.2	5,833	18.2	4,579	14.3	3,192	9.9	2,105	6.6	1,443	4.5	32,076	100.0	37	32,113

Table A-4

Anticipated Replacement Demand for Full-time University Teachers by Province, 1980 to 1987

	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
1980	6	1	23	12	81	164	15	14	30	41	387
1981	11	2	22	17	94	153	26	21	28	39	413
1982	9	2	19	13	86	164	27	30	43	39	432
1983	8	2	25	9	95	197	23	30	36	48	473
1984	11	2	29	15	95	226	24	20	36	44	502
1985	12	3	30	15	125	226	27	31	54	62	585
1986	13	2	27	19	127	270	32	27	58	61	636
1987	8	3	30	18	127	265	31	30	64	63	639
Total	93	20	247	139	981	1,967	254	241	410	470	4,822

Table A-5

Anticipated Replacement Demand for Full-Time University Teachers in Physical Education, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	4	6	7	13
1979	2	4	6	7	13
1980	1	4	5	7	12
1981	1	4	5	7	12
1982	7	4	11	7	18
1983	6	4	10	7	17
1984	3	4	7	7	14
1985	3	4	7	7	14
1986	7	4	11	7	18
1987	8	4	12	7	19
10 Year Total	40	40	80	70	150

NOTE: The retirement numbers are derived from the present age structure of the 714 full-time faculty in Physical Education by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-6

Anticipated Replacement Demand for Full-Time University Teachers in Education, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	27	13	40	25	65
1979	20	13	33	25	58
1980	30	13	43	25	68
1981	30	13	43	25	68
1982	36	13	49	25	74
1983	27	13	40	25	65
1984	27	13	40	25	65
1985	43	13	56	25	81
1986	47	13	60	25	85
1987	52	13	65	25	90
10 Year Total	339	130	469	250	719

NOTE: The retirement numbers are derived from the present age structure of the 2504 full-time faculty in Education by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-7

Anticipated Replacement Demand for Full-Time University Teachers in Music , 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	6	2	8	5	13
1979	5	2	7	5	12
1980	3	2	5	5	10
1981	3	2	5	5	10
1982	7	2	9	5	14
1983	9	2	11	5	16
1984	8	2	10	5	15
1985	9	2	11	5	16
1986	5	2	7	5	12
1987	7	2	9	5	14
10 Year Total	62	20	82	50	132

NOTE: The retirement numbers are derived from the present age structure of the 489 full-time faculty in Music by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-8

Anticipated Replacement Demand for Full-Time University Teachers in Fine and Applied Arts, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	4	8	8	16
1979	4	4	8	8	16
1980	5	4	9	8	17
1981	6	4	10	8	18
1982	7	4	11	8	19
1983	4	4	8	8	16
1984	6	4	10	8	18
1985	13	4	17	8	25
1986	7	4	11	8	19
1987	16	4	20	8	28
10 Year Total	72	40	112	80	192

NOTE: The retirement numbers are derived from the present age structure of the 778 full-time faculty in Fine and Applied Arts by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-9

Anticipated Replacement Demand for Full-Time University Teachers in **Classics , 1978 to 1987**

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	1	5	3	8
1979	3	1	4	3	7
1980	9	1	10	3	13
1981	2	1	3	3	6
1982	0	1	1	3	4
1983	6	1	7	3	10
1984	3	1	4	3	7
1985	5	1	6	3	9
1986	4	1	5	3	8
1987	5	1	6	3	9
10 Year Total	41	10	51	30	81

NOTE: The retirement numbers are derived from the present age structure of the 255 full-time faculty in **Classics** by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-10

Anticipated Replacement Demand for Full-Time University Teachers in History , 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	7	5	12	10	22
1979	7	5	12	10	22
1980	5	5	10	10	20
1981	8	5	13	10	23
1982	8	5	13	10	23
1983	14	5	19	10	29
1984	12	5	17	10	27
1985	19	5	24	10	34
1986	19	5	24	10	34
1987	17	5	22	10	32
10 Year Total	116	50	166	100	266

NOTE: The retirement numbers are derived from the present age structure of the 1041 full-time faculty in History by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-11

Anticipated Replacement Demand for Full-Time University Teachers in Library and Records Science, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	1	1	2	1	3
1979	1	1	2	1	3
1980	4	1	5	1	6
1981	1	1	2	1	3
1982	0	1	1	1	2
1983	3	1	4	1	5
1984	2	1	3	1	4
1985	3	1	4	1	5
1986	5	1	6	1	7
1987	2	1	3	1	4
10 Year Total	22	10	32	10	42

NOTE: The retirement numbers are derived from the present age structure of the 95 full-time faculty in Library and Records Science by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-12

Anticipated Replacement Demand for Full-Time University Teachers in Mass Media Studies, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	0	1	1	1	2
1979	2	1	3	1	4
1980	2	1	3	1	4
1981	1	1	2	1	3
1982	4	1	5	1	6
1983	2	1	3	1	4
1984	4	1	5	1	6
1985	1	1	2	1	3
1986	1	1	2	1	3
1987	2	1	3	1	4
10 Year Total	19	10	29	10	39

NOTE: The retirement numbers are derived from the present age structure of the 137 full-time faculty in Mass Media Studies by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-13

Anticipated Replacement Demand for Full-Time University Teachers in English, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	17	7	24	14	38
1979	14	7	21	14	35
1980	13	7	20	14	34
1981	14	7	21	14	35
1982	11	7	18	14	32
1983	18	7	25	14	39
1984	18	7	25	14	39
1985	21	7	28	14	42
1986	26	7	33	14	47
1987	30	7	37	14	51
10 Year Total	182	70	252	140	392

NOTE: The retirement numbers are derived from the present age structure of the 1359 full-time faculty in English by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-14

Anticipated Replacement Demand for Full-Time University Teachers in French, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	6	4	10	8	18
1979	9	4	13	8	21
1980	12	4	16	8	24
1981	6	4	10	8	18
1982	7	4	11	8	19
1983	13	4	17	8	25
1984	9	4	13	8	21
1985	11	4	15	8	23
1986	16	4	20	8	28
1987	9	4	13	8	21
10 Year Total	98	40	138	80	218

NOTE: The retirement numbers are derived from the present age structure of the 758 full-time faculty in French by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-15

Anticipated Replacement Demand for Full-Time University Teachers in German, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	1	4	2	6
1979	5	1	6	2	8
1980	0	1	1	2	3
1981	1	1	2	2	4
1982	1	1	2	2	4
1983	1	1	2	2	4
1984	8	1	9	2	11
1985	3	1	4	2	6
1986	5	1	6	2	8
1987	5	1	6	2	8
10 Year Total	32	10	42	20	62

NOTE: The retirement numbers are derived from the present age structure of the 184 full-time faculty in German by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-16

Anticipated Replacement Demand for Full-Time University Teachers in Philosophy, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	3	7	7	14
1979	6	3	9	7	16
1980	7	3	10	7	17
1981	6	3	9	7	16
1982	3	3	6	7	13
1983	5	3	8	7	15
1984	7	3	10	7	17
1985	5	3	8	7	15
1986	13	3	16	7	23
1987	12	3	15	7	22
10 Year Total	68	30	98	70	168

NOTE: The retirement numbers are derived from the present age structure of the 651 full-time faculty in Philosophy by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-17

Anticipated Replacement Demand for Full-Time University Teachers in Religious Studies, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	3	7	6	13
1979	10	3	13	6	19
1980	6	3	9	6	15
1981	9	3	12	6	18
1982	11	3	14	6	20
1983	5	3	8	6	14
1984	12	3	15	6	21
1985	17	3	20	6	26
1986	10	3	13	6	19
1987	10	3	13	6	19
10 Year Total	94	30	124	60	184

NOTE: The retirement numbers are derived from the present age structure of the 565 full-time faculty in **Religious Studies** by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-18

Anticipated Replacement Demand for Full-Time University Teachers in Anthropology and Archaeology, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	0	2	2	4	6
1979	4	2	6	4	10
1980	2	2	4	4	8
1981	2	2	4	4	8
1982	3	2	5	4	9
1983	4	2	6	4	10
1984	2	2	4	4	8
1985	2	2	4	4	8
1986	3	2	5	4	9
1987	5	2	7	4	11
10 Year Total	27	20	47	40	87

NOTE: The retirement numbers are derived from the present age structure of the 373 full-time faculty in Anthropology and Archaeology by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-19

. Anticipated Replacement Demand for Full-Time University Teachers in **Commerce and Business Administration* 1978 - 1987**

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	8	7	15	14	29
1979	6	7	13	14	27
1980	8	7	15	14	29
1981	5	7	12	14	26
1982	11	7	18	14	32
1983	8	7	15	14	29
1984	17	7	24	14	38
1985	20	7	27	14	41
1986	16	7	23	14	37
1987	25	7	32	14	46
8 year total	**110**	**56**	**166**	**112**	**278**

*Includes Health administration and other Institutional administration

NOTE: The retirement numbers are derived from the present age structure of the 1,441 full-time faculty in Management and Administrative Studies by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-20

Anticipated Replacement Demand for Full-Time University Teachers in Economics, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	8	5	13	9	22
1979	6	5	11	9	20
1980	4	5	9	9	18
1981	6	5	11	9	20
1982	10	5	15	9	24
1983	10	5	15	9	24
1984	9	5	14	9	23
1985	20	5	25	9	34
1986	13	4	18	9	27
1987	11	5	16	9	25
10 Year Total	97	50	147	90	237

NOTE: The retirement numbers are derived from the present age structure of the 947 full-time faculty in Economics by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-21

Anticipated Replacement Demand for Full-Time University Teachers in Geography, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	3	5	6	11
1979	4	3	7	6	13
1980	3	3	6	6	12
1981	3	3	6	6	12
1982	6	3	9	6	15
1983	5	3	8	6	14
1984	5	3	8	6	14
1985	7	3	10	6	16
1986	10	3	13	6	19
1987	8	3	11	6	17
10 Year Total	53	30	83	60	143

NOTE: The retirement numbers are derived from the present age structure of the 633 full-time faculty in Geography by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-22

Anticipated Replacement Demand for Full-Time University Teachers in Law, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	3	6	6	12
1979	0	3	3	6	9
1980	2	3	5	6	11
1981	5	3	8	6	14
1982	5	3	8	6	14
1983	2	3	5	6	11
1984	1	3	4	6	10
1985	0	3	3	6	9
1986	6	3	9	6	15
1987	4	3	7	6	13
10 Year Total	28	30	58	60	118

NOTE: The retirement numbers are derived from the present age structure of the 563 full-time faculty in Law by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-23

Anticipated Replacement Demand for Full-Time University Teachers in Political Science, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	4	7	7	14
1979	3	4	7	7	14
1980	3	4	7	7	14
1981	5	4	9	7	16
1982	5	4	9	7	16
1983	5	4	9	7	16
1984	12	4	16	7	23
1985	4	4	8	7	15
1986	12	4	16	7	23
1987	11	4	15	7	22
10 Year Total	63	40	103	70	173

NOTE: The retirement numbers are derived from the present age structure of the 703 full-time faculty in Political Science by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-24

Anticipated Replacement Demand for Full-Time University Teachers in Psychology, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	7	7	14	13	27
1979	9	7	16	13	29
1980	4	7	11	13	24
1981	5	7	12	13	25
1982	6	7	13	13	26
1983	6	7	13	13	26
1984	4	7	11	13	24
1985	7	7	14	13	27
1986	15	7	22	13	35
1987	11	7	18	13	31
10 Year Total	74	70	144	130	274

NOTE: The retirement numbers are derived from the present age structure of the 1,333 full-time faculty in Psychology by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-25

Anticipated Replacement Demand for Full-Time University Teachers in Social Work, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	2	6	3	9
1979	5	2	7	3	10
1980	2	2	4	3	7
1981	6	2	8	3	11
1982	4	2	6	3	9
1983	6	2	8	3	11
1984	6	2	8	3	11
1985	7	2	9	3	12
1986	9	2	11	3	14
1987	5	2	7	3	10
10 Year Total	54	20	74	30	104

NOTE: The retirement numbers are derived from the present age structure of the 337 full-time faculty in Social Work by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-26

Anticipated Replacement Demand for Full-Time University Teachers in Sociology , 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	4	7	9	16
1979	5	4	9	9	18
1980	6	4	10	9	19
1981	3	4	7	9	16
1982	7	4	11	9	20
1983	9	4	13	9	22
1984	7	4	11	9	20
1985	9	4	13	9	22
1986	11	4	15	9	24
1987	9	4	13	9	22
10 Year Total	69	40	109	90	199

NOTE: The retirement numbers are derived from the present age structure of the 888 full-time faculty in Sociology by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-27

Anticipated Replacement Demand for Full-Time University Teachers in Agriculture, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	9	2	11	4	15
1979	10	2	12	4	16
1980	6	2	8	4	12
1981	5	2	7	4	11
1982	5	2	7	4	11
1983	6	2	8	4	12
1984	2	2	4	4	8
1985	12	2	14	4	18
1986	11	2	13	4	17
1987	13	2	15	4	19
10 Year Total	79	20	99	40	139

NOTE: The retirement numbers are derived from the present age structure of the 386 full-time faculty in Agriculture by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-28

Anticipated Replacement Demand for Full-Time University Teachers in Biological Sciences*, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	15	7	22	13	35
1979	10	7	17	13	30
1980	8	7	15	13	28
1981	14	7	21	13	34
1982	8	7	15	13	28
1983	16	7	23	13	36
1984	22	7	29	13	42
1985	20	7	27	13	40
1986	23	7	30	13	43
1987	22	7	29	13	42
10 Year Total	158	70	228	130	358

*Includes Biology, Botany, Zoology

NOTE: The retirement numbers are derived from the present age structure of the 1,349 full-time faculty in Biological Sciences by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward Mobility is assumed.

Table A-29

Anticipated Replacement Demand for Full-Time University Teachers in **Household Science, 1978 to 1987**

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	1	5	2	7
1979	3	1	4	2	6
1980	0	1	1	2	3
1981	1	1	2	2	4
1982	2	1	3	2	5
1983	5	1	6	2	8
1984	3	1	4	2	6
1985	6	1	7	2	9
1986	3	1	4	2	6
1987	4	1	5	2	7
10 Year Total	31	10	41	20	61

NOTE: The retirement numbers are derived from the present age structure of the 245 full-time faculty in **Household Science** by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-30

Anticipated Replacement Demand for Full-Time University Teachers in Veterinary Medicine, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	1	1	2	2	4
1979	1	1	2	2	4
1980	1	1	2	2	4
1981	2	1	3	2	5
1982	0	1	1	2	3
1983	3	1	4	2	6
1984	6	1	7	2	9
1985	5	1	6	2	8
1986	1	1	2	2	4
1987	3	1	4	2	6
10 Year Total	23	10	33	20	53

NOTE: The retirement numbers are derived from the present age structure of the 195 full-time faculty in **Veterinary Medicine** by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-31

Anticipated Replacement Demand for Full-Time University Teachers in Architecture*, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	1	4	2	6
1979	2	1	3	2	5
1980	0	1	1	2	3
1981	2	1	3	2	5
1982	3	1	4	2	6
1983	1	1	2	2	4
1984	1	1	2	2	4
1985	5	1	6	2	8
1986	3	1	4	2	6
1987	3	1	4	2	6
10 Year Total	23	10	33	20	53

*Includes Landscape Architecture

NOTE: The retirement numbers are derived from the present age structure of the 219 full-time faculty in Architecture by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed

Table A-32

Anticipated Replacement Demand for Full-Time University Teachers in Chemical Engineering, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	0	1	1	2	3
1979	0	1	1	2	3
1980	3	1	4	2	6
1981	2	1	3	2	5
1982	1	1	2	2	4
1983	2	1	3	2	5
1984	4	1	5	2	7
1985	4	1	5	2	7
1986	4	1	5	2	7
1987	5	1	6	2	8
10 Year Total	25	10	35	20	55

NOTE: The retirement numbers are derived from the present age structure of the 228 full-time faculty in Chemical Engineering by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-33

Anticipated Replacement Demand for Full-Time University Teachers in Civil Engineering, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	2	4	4	8
1979	3	2	5	4	9
1980	4	2	6	4	10
1981	1	2	3	4	7
1982	2	2	4	4	8
1983	2	2	4	4	8
1984	3	2	5	4	9
1985	3	2	5	4	9
1986	4	2	6	4	10
1987	12	2	14	4	18
10 Year Total	36	20	56	40	96

NOTE: The retirement numbers are derived from the present age structure of the 383 full-time faculty in Civil Engineering by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-34

Anticipated Replacement Demand for Full-Time University Teachers in Electrical Engineering, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	1	2	3	5	8
1979	1	2	3	5	8
1980	1	2	3	5	8
1981	3	2	5	5	10
1982	4	2	6	5	11
1983	4	2	6	5	11
1984	1	2	3	5	8
1985	3	2	5	5	10
1986	5	2	7	5	12
1987	5	2	7	5	12
10 Year Total	28	20	48	50	98

NOTE: The retirement numbers are derived from the present age structure of the 474 full-time faculty in Electrical Engineering by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-35

Anticipated Replacement Demand for Full-Time University Teachers in Mechanical Engineering, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	1	2	3	4	7
1979	2	2	4	4	8
1980	3	2	5	4	9
1981	5	2	7	4	11
1982	1	2	3	4	7
1983	6	2	8	4	12
1984	7	2	9	4	13
1985	5	2	7	4	11
1986	9	2	11	4	15
1987	7	2	9	4	13
10 Year Total	46	20	66	40	106

NOTE: The retirement numbers are derived from the present age structure of the 379 full-time faculty in Mechanical Engineering by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-36

Anticipated Replacement Demand for Full-Time University Teachers in Forestry, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	1	3	1	4
1979	0	1	1	1	2
1980	1	1	2	1	3
1981	0	1	1	1	2
1982	1	1	2	1	3
1983	0	1	1	1	2
1984	3	1	4	1	5
1985	0	1	1	1	2
1986	2	1	3	1	4
1987	1	1	2	1	3
10 Year Total	10	10	20	10	30

NOTE: The retirement numbers are derived from the present age structure of the 84 full-time faculty in Forestry by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-37

Anticipated Replacement Demand for Full-Time University Teachers in Dentistry, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	0	2	2	3	5
1979	2	2	4	3	7
1980	2	2	4	3	7
1981	4	2	6	3	9
1982	5	2	7	3	10
1983	8	2	10	3	13
1984	6	2	8	3	11
1985	12	2	14	3	17
1986	7	2	9	3	12
1987	6	2	8	3	11
10 Year Total	52	20	72	30	102

NOTE: The retirement numbers are derived from the present age structure of the 310 full-time faculty in Dentistry by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A- 38

Anticipated Replacement Demand for Full-Time University Teachers in Medicine, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	3	6	5	11
1979	4	3	7	5	12
1980	6	3	9	5	14
1981	3	3	6	5	11
1982	4	3	7	5	12
1983	4	3	7	5	12
1984	4	3	7	5	12
1985	12	3	15	5	20
1986	9	3	12	5	17
1987	12	3	15	5	20
10 Year Total	61	30	91	50	141

NOTE: The retirement numbers are derived from the present age structure of the 524 full-time faculty in **Medicine** by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-39

Anticipated Replacement Demand for Full-Time University Teachers in Basic Sciences in Medicine, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	7	3	10	6	16
1979	3	3	6	6	12
1980	4	3	7	6	13
1981	12	3	15	6	21
1982	7	3	10	6	16
1983	4	3	7	6	13
1984	12	3	15	6	21
1985	12	3	15	6	21
1986	14	3	17	6	23
1987	10	3	13	6	19
10 Year Total	85	30	115	60	175

NOTE: The retirement numbers are derived from the present age structure of the 604 full-time faculty in Basic Sciences in Medicine by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-40

Anticipated Replacement Demand for Full-Time University Teachers in Medical Specializations, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	6	10	12	22
1979	13	6	19	12	31
1980	6	6	12	12	24
1981	12	6	18	12	30
1982	7	6	13	12	25
1983	17	6	23	12	35
1984	12	6	18	12	30
1985	16	6	22	12	34
1986	18	6	24	12	36
1987	18	6	24	12	36
10 Year Total	123	60	183	120	303

NOTE: The retirement numbers are derived from the present age structure of the 1,164 full-time faculty in Medical Specializations by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-41

Anticipated Replacement Demand for Full-Time University Teachers in
Surgery Specializations, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	2	4	4	8
1979	4	2	6	4	10
1980	1	2	3	4	7
1981	2	2	4	4	8
1982	4	2	6	4	10
1983	2	2	4	4	8
1984	6	2	8	4	12
1985	8	2	10	4	14
1986	7	2	9	4	13
1987	11	2	13	4	17
10 Year Total	47	20	67	40	107

NOTE: The retirement numbers are derived from the present age structure of the 352 full-time faculty in Surgery by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-42

Anticipated Replacement Demand for Full-Time University Teachers in Nursing , 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	2	3	5	6	11
1979	5	3	8	6	14
1980	6	3	9	6	15
1981	6	3	9	6	15
1982	9	3	12	6	18
1983	7	3	10	6	16
1984	6	3	9	6	15
1985	7	3	10	6	16
1986	5	3	8	6	14
1987	5	3	8	6	14
10 Year Total	58	30	88	60	148

NOTE: The retirement numbers are derived from the present age structure of the 589 full-time faculty in Nursing . by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-43

Anticipated Replacement Demand for Full-Time University Teachers in Pharmacy, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	0	1	1	2	3
1979	1	1	2	2	4
1980	0	1	1	2	3
1981	4	1	5	2	7
1982	3	1	4	2	6
1983	3	1	4	2	6
1984	5	1	6	2	8
1985	2	1	3	2	5
1986	5	1	6	2	8
1987	2	1	3	2	5
10 Year Total	25	10	35	20	55

NOTE: The retirement numbers are derived from the present age structure of the 153 full-time faculty in Pharmacy by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-44

Anticipated Replacement Demand for Full-Time University Teachers in Mathematics*, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	3	9	12	19	31
1979	10	9	19	19	38
1980	18	9	27	19	46
1981	9	9	18	19	37
1982	12	9	21	19	40
1983	16	9	25	19	44
1984	10	9	19	19	38
1985	6	9	15	19	34
1986	22	9	31	19	50
1987	19	9	28	19	47
10 Year Total	125	90	215	190	405

*Includes Mathematics, Statistics, Actuarial Science, Applied Mathematics other Mathematical and Physical Sciences

NOTE: The retirement numbers are derived from the present age structure of the 1,864 full-time faculty in Mathematics by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-45

Anticipated Replacement Demand for Full-Time University Teachers in Chemistry, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	4	5	9	9	18
1979	8	5	13	9	22
1980	9	5	14	9	23
1981	5	5	10	9	19
1982	7	5	12	9	21
1983	8	5	13	9	22
1984	15	5	20	9	29
1985	10	5	15	9	24
1986	8	5	13	9	22
1987	10	5	15	9	24
10 Year Total	84	50	134	90	224

NOTE: The retirement numbers are derived from the present age structure of the 910 full-time faculty in Chemistry by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-46

Anticipated Replacement Demand for Full-Time University Teachers in Geology, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	1	2	3	4	7
1979	4	2	6	4	10
1980	3	2	5	4	9
1981	3	2	5	4	9
1982	3	2	5	4	9
1983	1	2	3	4	7
1984	8	2	10	4	14
1985	3	2	5	4	9
1986	1	2	3	4	7
987	7	2	9	4	13
10 Year Total	34	20	54	40	94

NOTE: The retirement numbers are derived from the present age structure of the 423 full-time faculty in Geology by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

Table A-47

Anticipated Replacement Demand for Full-Time University Teachers in Physics*, 1978 to 1987

	Retirement	Mortality	Sub-Total	Outward Mobility	TOTAL
1978	5	5	10	10	20
1979	12	5	17	10	27
1980	9	5	14	10	24
1981	8	5	13	10	23
1982	11	5	16	10	26
1983	9	5	14	10	24
1984	10	5	15	10	25
1985	11	5	16	10	26
1986	16	5	21	10	31
1987	23	5	28	10	38
10 Year Total	114	50	164	100	264

*Includes Oceanography, Metallurgy and Meteorology

NOTE: The retirement numbers are derived from the present age structure of the 1,036 full-time faculty in Physics by single year, who will reach the normal retirement age of 65 in that particular year. The Mortality is estimated from the present age structure according to the mortality rate of the whole Labour Force for the appropriate age group. In addition an annual net one percent for outward mobility is assumed.

APPENDIX B

Actual and Projected Academic Rank Distribution

Appendix B deals with the academic rank distribution of full-time faculty at Canadian universities.

The primary purpose of this appendix is to project potential rank distribution until 1984-85 at the national level.(1) Based on past developments, changes in the distribution have been simulated assuming that the number of full-time teachers remains constant during the period under discussion. These projections are not predictions and must be seen as only some of several possible outcomes.

Continuation of recent promotion trends could mean that, by 1984, between 77% and 87% of the full-time academic staff at Canadian universities will be full or associate professors. Around 66% are now at those levels. The financial implications of this shift alone are considerable.

As was outlined in Chapter 2, rank distribution has fluctuated over the last 20 years. Before the sixties, the proportion of full-time teachers at the two senior ranks (full and associate professor) was more than 50%, but during the rapid expansion of the sixties this percentage declined, hitting a low of 46.0% in 1970-71 (Table 6) It has since increased steadily to 66.0% seven years later.

For the national level, three separate projections are presented simulating possible promotion trends for full-time university teachers between 1978-79 and 1984-85 (Table B-1). The premises on which these three projections are based, rely on historical trends as well as present and future factors which have been identified, explicitly or implicitly. Between 1970-71 and 1977-78, the annual increase of full professors was 1.3 percentage points and that of associate professors 1.6 percentage points - with a corresponding decline for the two junior ranks.

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(1) The rank category below lecturer or instructor has been excluded, as well as the "other" category which includes "ungraded" faculty, primarily visiting professors. The 1976-77 totals in these two categories were 2,167.

These distributional shifts occurred during the seven-year period when the number of full-time university teachers increased, on the average, by about 1,000 annually, thus inflating the denominator. For the projections, the number of permanent full-time positions are held constant - there is, in fact, the probability of an absolute reduction in the size of the professoriate. For this exercise, however, the denominator for calculating the distributional changes in rank has been kept constant. If the number of permanent positions is reduced this will, in all likelihood, lead to a further increase in the share of the two senior ranks independent of any other consideration - provided there are no countervailing measures. Another uncertainty exists about the possible substitution of term appointments for permanent positions which have become vacant.

It has assumed, for the three projections, that the proportion of full professors will increase annually by 0.5, 0.8 and 1.0 percentage points and for associate professors by 1.0, 1.5 and 2.0 percentage points, respectively, with a corresponding decline at the two junior ranks. The results of this projection show that by 1984, 76.5% to 87.0% of the professoriate will be holding one of the two senior ranks, with considerable variation among the 45 universities as well as by discipline.

Although the purpose of the appendices is not to draw attention to policy implications which are discussed in Chapter 2, the question might be raised as to what an ideal rank distribution might be. The rank structure of full-time university teachers, and changes which have occurred and are likely to occur in the future, give some indication of age composition and salary. For example, anticipated shifts to the two senior ranks might mean that a growing percentage of the operating budgets of the universities would have to be allocated to salaries. Table B-2 gives, within an historical perspective, the percentage increase in median salary by rank, and these trends need to be monitored carefully. In a separate 77 page report "Potential Academic Rank Distribution of Full-Time Faculty at Canadian Universities - 1975-76 to 1984-85" prepared for the Colloquium, Data Needs of Higher Education in the Eighties (March 26, 1976), the authors discuss some further issues and provide data on the projected rank distribution by province and university.[2]

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[2] This background study is available on request.

APPENDIX B

Actual and Projected Academic Rank Distribution

Table Page

B-1 Projected Rank Distribution of Full-time University Teachers, 1978-79 to 1984-85

B-2 Percentage Increase in Median Salary by Academic Rank, 1972-73 to 1978-79

Table B-1

Projected Rank Distribution of Full-time University Teachers, 1978-79 to 1984-85

Academic Year	Full Professor			Associate Professor			Sub-total Two Senior Ranks			Assistant Professor			Lecturer/ Instructor			Two Junior Ranks		
	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
	(0.5)	(0.8)	(1.0)	(1.0)	(1.5)	(2.0)	(1.5)	(2.3)	(3.0)	(-1.1)	(-1.7)	(-2.2)	(-0.4)	(-0.6)	(-0.8)	(-1.5)	(-2.3)	(-3.0)
1978-79	28.3	28.6	28.8	39.2	39.7	40.2	67.5	68.3	69.0	26.9	26.3	25.8	5.6	5.4	5.2	32.5	31.7	31.0
1979-80	28.8	29.4	29.8	40.2	41.2	42.2	69.0	70.6	72.0	25.8	24.6	23.6	5.2	4.8	4.4	31.0	29.4	28.0
1980-81	29.3	30.2	30.8	41.2	42.7	44.2	70.5	72.9	75.0	24.7	22.9	21.4	4.8	4.2	3.6	29.5	27.1	25.0
1981-82	29.8	31.0	31.8	42.2	44.2	46.2	72.0	75.2	78.0	23.6	21.2	19.2	4.4	3.6	2.8	28.0	24.8	22.0
1982-83	30.3	31.8	32.8	43.2	45.7	48.2	73.5	77.5	81.0	22.5	19.5	17.0	4.0	3.0	2.0	26.5	22.5	19.0
1983-84	30.8	32.6	33.8	44.2	47.2	50.2	75.0	79.8	84.0	21.4	17.8	14.8	3.6	2.4	1.2	25.0	20.2	16.0
1984-85	31.3	33.4	34.8	45.2	48.7	52.2	76.5	82.1	87.0	20.3	16.1	12.6	3.2	1.8	0.4	23.4	17.9	13.0

Note: The percentage in brackets indicate for the projections A, B and C the assumptions on which the distributed shifts are based. The number of full-time university teachers has been kept constant at 32,000 during the projection period.

Table B-2

Percentage Increase in Median Salary by Academic Rank, 1972-73 to 1978-79

Academic Rank	1972-73 to 1973-74	1973-74 to 1974-75	1974-75 to 1975-76	1975-76 to 1976-77	1976-77 to 1977-78	1977-78 to 1978-79*
Full Professor	5.3	8.7	14.4	8.6	7.2	5.7
Associate Professor	5.4	8.1	16.3	9.5	8.6	3.4
Assistant Professor	5.8	8.8	17.0	8.7	7.6	2.3
Rank below Assistant Professor	6.8	8.9	17.1	7.6	9.2	1.1
TOTAL (excludes other)	8.1	10.3	18.0	10.4	8.7	5.7

*Excludes Moncton, Acadia, Dalhousie, York, Manitoba, Saskatchewan and the universities of Quebec.

APPENDIX C

Previous Employment

Tables C-1 to C-49 show where the university teachers were employed before their present appointment. Data for 1977-78 indicate that more than half had been at another university in Canada or abroad. Those who had come directly from graduate schools, including post-doctorals, accounted for about 25%. The proportions who had been in government and the private sector were both around 6%, but with considerable variations among the disciplines.

During the six years between 1972-73 and 1977-78, well over 2,000 new faculty were appointed each year, for an annual gross turnover rate of 8%. However, in many instances, it was inter-university mobility: within Canada and from teaching positions abroad. The number hired directly out of graduate school declined slightly to 20%, suggesting that despite the period of expansion, Ph.D. graduates were already experiencing difficulty obtaining a full-time teaching position.

At the discipline level, close to two-thirds of the faculty in many of the social sciences and humanities had previously been employed at another university. By contrast, only a third of the medical science teachers had been working at a university. The same holds in some of the applied disciplines such as management, social work and architecture, where larger percentages of new faculty came from the government and private sectors.

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Previous Employment

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Teaching Field and Disciplines	University		Other Education		Student (Including Post-doctoral)		Health Sciences		Government (Including Military)		Industry and Self-employed		Other		Sub-total		Not Reported	TOTAL
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
Physical Education	268	43.1	138	22.2	141	22.7	6	1.0	40	6.4	12	1.9	17	2.7	622	100.0	122	744
Education	890	42.5	688	32.9	288	13.7	18	0.9	134	6.4	40	1.9	34	1.6	2,092	100.0	418	2,510
Sub-total Education	1,158	42.7	826	30.4	429	15.8	24	0.9	174	6.4	52	1.9	51	1.9	2,714	100.0	540	3,254
Music	215	46.2	60	12.9	91	19.6	0	0.0	12	2.6	45	9.7	42	9.1	465	100.0	78	543
Fine and Applied Arts	371	52.4	95	13.4	96	13.6	0	0.0	20	2.8	87	12.3	39	5.5	708	100.0	71	779
Sub-total Fine and Applied Arts	586	50.0	155	13.2	187	15.9	0	0.0	32	2.7	132	11.3	81	6.9	1,173	100.0	149	1,322
Classics	134	58.8	21	9.2	63	27.6	0	0.0	4	1.8	2	0.9	4	1.8	228	100.0	24	252
History	493	54.2	63	6.9	268	29.5	1	0.1	54	5.9	11	1.2	20	2.2	910	100.0	123	1,033
Library and Records Sciences	45	64.3	8	11.4	4	5.7	0	0.0	5	7.1	3	4.3	5	7.1	70	100.0	23	93
Mass Media	46	34.6	11	8.3	15	11.3	0	0.0	13	9.8	33	24.8	15	11.3	133	100.0	7	140
English	727	58.2	122	9.8	334	26.7	1	0.1	34	2.7	16	1.4	14	1.1	1,250	100.0	161	1,411
French	389	58.0	114	17.0	136	20.3	0	0.0	15	2.2	8	1.2	9	1.3	671	100.0	77	748
German	113	67.7	18	10.8	29	17.4	1	0.6	2	1.2	2	1.2	2	1.2	167	100.0	16	183
Spanish	97	67.8	9	6.3	33	23.1	0	0.0	1	0.7	2	1.4	1	0.7	143	100.0	3	146
Other Modern Languages	241	60.1	34	8.5	102	25.4	0	0.0	12	3.0	5	1.3	7	1.8	401	100.0	56	457
Philosophy	360	63.1	20	3.5	163	28.6	0	0.0	7	1.2	11	1.9	10	1.8	571	100.0	84	655
Religious Studies	197	41.0	47	9.8	142	29.6	5	1.0	5	1.0	8	1.7	76	15.8	480	100.0	76	556
Other Humanities and Related	44	60.3	4	5.5	13	17.8	0	0.0	4	5.5	5	6.9	3	4.1	73	100.0	59	132
Sub-total Humanities and Related	2,886	56.6	471	9.2	1,302	25.5	8	0.2	156	3.1	108	2.1	166	3.3	5,097	100.0	709	5,806
Anthropology and Archaeology	203	60.6	9	2.7	85	25.4	1	0.3	15	4.5	6	1.8	16	4.8	335	100.0	53	388
Area Studies	47	63.5	7	9.5	12	16.2	0	0.0	3	4.0	0	0.0	5	6.8	74	100.0	17	91
Commerce, Business Administration	504	39.8	65	5.1	303	23.9	10	0.8	76	6.0	266	21.0	42	3.3	1,266	100.0	191	1,457
Economics	467	54.2	15	1.7	232	27.0	0	0.0	100	11.6	34	4.0	13	1.5	861	100.0	104	965
Geography	294	53.5	21	3.8	163	29.7	0	0.0	47	8.6	14	2.6	10	1.8	549	100.0	97	646
Law	190	40.2	2	0.4	118	25.0	0	0.0	53	11.2	80	17.0	29	6.1	472	100.0	132	604
Political Science	356	55.7	16	2.5	206	32.2	1	0.2	42	6.6	12	1.9	6	0.9	639	100.0	83	722
Psychology	612	50.4	62	5.1	347	28.6	71	5.8	57	4.7	38	3.1	27	2.2	1,214	100.0	164	1,376
Social Work	104	36.8	24	8.5	23	8.1	33	11.7	69	24.4	5	1.8	25	8.8	283	100.0	65	348
Sociology	496	61.2	21	2.6	221	27.2	4	0.5	36	4.4	15	1.9	18	2.2	811	100.0	98	909
Other Social Sciences	208	49.3	29	6.9	77	18.3	5	1.2	46	10.9	38	9.0	19	4.5	422	100.0	81	503
Sub-total Social Sciences	3,481	50.2	271	3.9	1,787	25.8	125	1.8	544	7.9	506	7.3	210	3.0	6,926	100.0	1,065	7,991
Agriculture	103	30.1	7	2.0	127	37.1	2	0.6	84	24.6	18	5.3	1	0.3	342	100.0	37	379
Biology	266	43.1	27	4.4	198	32.1	19	3.1	73	11.8	12	1.9	22	3.6	617	100.0	87	704
Botany	57	42.5	3	2.2	46	34.3	1	0.8	23	17.2	1	0.8	3	2.2	134	100.0	31	165
Household Science and Related	75	36.2	25	12.1	57	27.5	12	5.8	16	7.7	18	8.7	4	1.9	207	100.0	40	247
Veterinary Medicine	59	34.9	6	3.6	49	29.0	17	10.1	9	5.3	27	16.0	2	1.2	169	100.0	19	188
Zoology	99	39.8	8	3.2	93	37.4	3	1.2	28	11.2	8	3.2	10	4.0	249	100.0	47	296
Other Agric. and Biol. Sciences	129	45.3	13	4.6	87	30.5	13	4.6	26	9.1	6	2.1	11	3.9	285	100.0	83	368
Sub-total Agric. and Biol. Sciences	798	39.3	89	4.5	657	32.8	67	3.3	259	12.9	90	4.5	53	2.7	2,003	100.0	344	2,347
Architecture	50	28.6	6	3.4	14	8.0	0	0.0	9	5.1	94	53.7	2	1.1	175	100.0	55	230
Chemical Engineering	71	34.3	4	1.9	50	24.2	0	0.0	10	4.8	67	32.4	5	2.4	207	100.0	22	229
Civil Engineering	109	32.5	3	0.9	77	23.0	0	0.0	52	15.5	87	26.0	7	2.1	335	100.0	49	384
Electrical Engineering	161	38.1	13	3.1	90	21.3	1	0.3	40	9.5	112	26.5	6	1.4	423	100.0	43	466
Mechanical Engineering	108	31.3	9	2.6	99	28.7	0	0.0	37	10.7	86	24.9	6	1.7	345	100.0	37	382
Forestry	16	25.0	1	1.6	13	20.3	0	0.0	21	32.8	12	18.8	1	1.5	64	100.0	26	90
Other Engin. and Applied Sciences	168	30.7	24	4.4	110	20.1	0	0.0	78	14.3	161	29.4	6	1.1	547	100.0	47	594
Sub-total Engineering and Applied Sciences	683	32.6	60	2.9	453	21.6	1	0.1	247	11.8	619	29.5	33	1.6	2,096	100.0	279	2,375
Dentistry	91	35.8	4	1.6	44	17.3	18	7.1	17	6.7	75	29.9	4	1.6	254	100.0	60	314
Medicine	830	39.6	32	1.5	398	19.0	547	26.1	78	3.7	155	7.4	57	2.7	2,097	100.0	493	2,590
Nursing	131	25.7	69	13.5	71	13.9	198	38.8	24	4.7	7	1.4	10	2.0	510	100.0	102	612
Pharmacy	38	35.2	1	0.9	30	27.8	11	10.2	10	9.3	14	13.0	4	3.7	108	100.0	46	154
Other Health Sciences	250	35.9	21	3.0	103	14.8	208	29.8	35	5.0	66	9.5	14	2.0	697	100.0	128	825
Sub-total Health Sciences	1,340	36.6	127	3.5	646	17.6	982	26.8	164	4.5	318	8.7	89	2.4	3,666	100.0	829	4,495
Mathematics	905	54.4	93	5.6	465	27.9	3	0.2	77	4.6	96	5.8	26	1.6	1,665	100.0	215	1,880
Chemistry	348	44.3	27	3.4	244	31.1	7	0.9	56	7.1	77	9.8	26	3.3	785	100.0	132	917
Geology and Related	160	43.1	7	1.9	101	27.2	0	0.0	49	13.2	45	12.1	9	2.4	371	100.0	50	421
Physics	351	43.1	36	4.4	245	30.1	2	0.2	103	12.6	48	5.9	30	3.7	815	100.0	145	960
Other Mathematics and Physical Sciences	24	36.4	2	3.0	15	22.7	0	0.0	19	28.8	[illegible]	6.1	2	3.0	66	100.0	28	94
Sub-total Mathematics and Physical Sciences	1,783	48.3	165	4.5	1,070	28.9	12	0.3	304	8.2	270	7.3	93	2.5	3,702	100.0	570	4,272
TOTAL	12,710	46.4	2,164	7.9	6,531	23.9	1,219	4.4	1,880	6.9	2,097	7.6	776	2.8	27,327	100.0	4,487	31,8[illegible]
Specialization Not Reported	111	43.2	27	10.5	49	19.1	18	7.0	28	10.9	20	7.8	4	1.6	257	100.0	46	303
GRAND TOTAL	12,821	46.4	2,191	7.9	6,580	23.8	1,237	4.5	1,908	6.9	2,117	7.7	780	2.8	27,634	100.0	4,533	32,167

Table C-2

Previous Employment Sector of Full-time University Teachers by Sex, 1976-77

Previous Employment Sector	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
University Teaching Position	1,555	41.0	10,303	44.5	11,858	44.0
Non-university teaching Position	86	2.3	389	1.7	475	1.8
Other Educational Institution Teach.	483	12.7	1,451	6.3	1,934	7.2
Other Educational Institution Non-teaching position	60	1.6	209	.9	269	1.0
Student (including Post Doctorals)	806	21.3	5,749	24.8	6,555	24.3
Employment in Health	358	9.5	798	3.4	1,156	4.3
Military	10	.3	166	.7	176	.7
Government	167	4.4	1,529	6.6	1,696	6.3
Industry	75	2.0	1,336	5.8	1,411	5.2
Self-employed	70	1.9	578	2.5	649	2.4
Other	120	3.2	673	2.9	793	2.9
Sub-total	3,790	100.0	23,181	100.0	26,972	100.0
Unknown	780		3,920		4,700	
TOTAL	4,570		27,101		31,672	

Table C-3

Previous Employment Sector of Newly Appointed Full-time University Teachers, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	820	863	987	959	991	979	5,599
	47.1	49.5	51.1	52.9	54.0	52.2	51.2
Other Education	86	75	93	61	54	53	422
	4.9	4.3	4.8	3.4	2.9	2.8	3.8
Student	508	442	430	415	378	383	2,556
	29.2	25.3	22.3	22.9	20.6	20.4	23.4
Health Sciences	101	143	115	124	116	134	733
	5.8	8.2	6.0	6.8	6.3	7.1	6.7
Government and Military	76	76	117	97	129	118	613
	4.4	4.4	6.0	5.4	7.0	6.3	5.6
Industry and Self-employed	89	101	148	115	120	145	718
	5.1	5.8	7.7	6.3	6.5	7.7	6.6
Other	60	44	41	42	48	63	298
	3.4	2.5	2.1	2.3	2.6	3.4	2.7
Sub-total	1,740	1,744	1,931	1,813	1,836	1,875	10,939
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	566	193	323	335	326	231	1,974
TOTAL	2,306	1,937	2,254	2,148	2,162	2,106	12,913

Table C-4

Previous Employment Sector of Newly Appointed Full-time University Teachers in Physical Education, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	27 48.2	31 45.6	36 52.9	39 58.2	33 44.0	32 47.8	198 49.4
Other Education	4 7.1	14 20.6	10 14.7	9 13.4	10 13.3	8 11.9	55 13.7
Student	18 32.1	15 22.1	16 23.5	14 20.9	16 21.3	13 19.4	92 22.9
Health Sciences	2 3.6	- -	1 1.5	- -	3 4.0	- -	6 1.5
Government and Military	4 7.1	5 7.4	2 2.9	2 3.0	8 10.7	11 16.4	32 8.0
Industry and Self-employment	1 1.8	3 4.4	1 1.5	1 1.5	3 4.0	- -	9 2.2
Other	- -	- -	2 2.9	2 3.0	2 2.7	3 4.5	9 2.2
Sub-total	56 100.0	68 100.0	68 100.0	67 100.0	75 100.0	67 100.0	401 100.0
Not reported	17	11	21	19	8	3	79
TOTAL	73	79	89	86	83	70	480

Table C-5

Previous Employment Sector of Newly Appointed Full-time University Teachers in Education, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	102	147	166	167	119	127	828
	47.2	52.7	49.2	54.8	46.8	53.6	50.8
Other Education	25	48	85	69	56	39	322
	11.6	17.2	25.2	22.6	22.0	16.4	19.8
Student	63	42	50	42	44	37	278
	29.2	15.1	14.8	13.8	17.3	15.6	17.1
Health Sciences	3	5	5	1	3	1	18
	1.4	1.8	1.5	0.3	1.2	0.4	1.1
Government and Military	11	30	15	15	18	21	110
	5.1	10.8	4.4	4.9	7.1	8.9	6.8
Industry and Self-employment	7	5	9	5	11	2	39
	3.2	1.8	2.7	1.6	4.3	0.8	2.4
Other	5	2	7	6	3	10	33
	2.3	0.7	2.1	2.0	1.2	4.2	2.0
Sub-total	216	279	337	305	254	237	1,628
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	49	59	65	77	50	16	316
TOTAL	265	338	402	382	304	253	1,944

Table C-6

Previous Employment Sector of Newly Appointed Full-time University Teachers in Music, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	18	24	29	19	26	30	146
	50.0	60.0	59.2	47.5	60.5	51.7	54.9
Other Education	8	4	4	1	3	2	22
	22.2	10.0	8.2	2.5	7.0	3.4	8.3
Student	4	9	4	11	6	13	47
	11.1	22.5	8.2	27.5	14.0	22.5	17.7
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	1	-	2	-	3	2	8
	2.8	-	4.1	-	7.0	3.4	3.0
Industry and Self-employment	-	3	6	3	5	6	23
	-	7.5	12.2	7.5	11.6	10.3	8.6
Other	5	-	4	6	-	5	20
	13.9	-	8.2	15.0	-	8.6	7.5
Sub-total	36	40	49	40	43	58	266
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	11	4	6	6	6	3	36
TOTAL	47	44	55	46	49	61	302

Table C-7

Previous Employment Sector of Newly Appointed Full-time University Teachers in Fine and Applied Arts, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	51	64	87	72	76	78	428
	47.7	53.8	60.0	58.5	62.8	57.8	57.1
Other Education	14	10	12	4	8	5	53
	13.1	8.4	8.3	3.2	6.6	3.7	7.1
Student	22	32	15	19	11	22	121
	20.6	26.9	10.3	15.4	9.1	16.3	16.1
Health Sciences	-	-	1	-	-	-	1
	-	-	0.7	-	-	-	0.1
Government and Military	1	1	7	-	6	4	19
	0.9	0.8	4.8	-	5.0	3.0	2.5
Industry and Self-employment	8	7	14	18	15	17	79
	7.5	5.9	9.6	14.6	12.4	12.6	10.5
Other	11	5	9	10	5	9	49
	10.3	4.2	6.2	8.1	4.1	6.7	6.5
Sub-total	107	119	145	123	121	135	750
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	27	10	22	22	20	14	115
TOTAL	134	129	167	145	141	149	865

Table C-8

Previous Employment Sector of Newly Appointed Full-time University Teachers in Classics, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	7 87.5	7 77.8	5 55.6	7 70.0	7 53.8	6 54.5	39 65.0
Other Education	- -	1 11.1	- -	2 20.0	3 23.1	1 9.1	7 11.7
Student	1 12.5	1 11.1	4 44.4	1 10.0	2 15.4	2 18.2	11 18.3
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	- -	- -	- -	- -	- -	1 9.1	1 1.7
Industry and Self-employment	- -	- -	- -	- -	- -	1 9.1	1 1.7
Other	- -	- -	- -	- -	1 7.7	- -	1 1.7
Sub-total	8 100.0	9 100.0	9 100.0	10 100.0	13 100.0	11 100.0	60 100.0
Not reported	4	-	1	1	-	-	6
TOTAL	12	9	10	11	13	11	66

Table C-9

Previous Employment Sector of Newly Appointed Full-time University Teachers in History, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	33 55.0	18 47.4	32 55.2	43 79.6	39 63.9	41 82.0	206 64.2
Other Education	- -	- -	4 6.9	1 1.9	5 8.2	- -	10 3.1
Student	24 40.0	14 36.8	19 32.8	7 12.9	10 16.4	4 8.0	78 24.3
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	1 1.7	5 13.2	1 1.7	1 1.9	4 6.6	2 4.0	14 4.4
Industry and Self-employment	2 3.3	- -	- -	- -	1 1.6	1 2.0	4 1.2
Other	- -	1 2.6	2 3.4	2 3.7	2 3.3	2 4.0	9 2.8
Sub-total	60 100.0	38 100.0	58 100.0	54 100.0	61 100.0	50 100.0	341 100.0
Not reported	18	6	13	9	15	2	
TOTAL	79	44	71	63	76	52	

Table C-10

Previous Employment Sector of Newly Appointed Full-time University Teachers in Library and Records Science, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	6	7	7	3	3	3	29
	66.7	63.6	70.0	60.0	75.0	37.5	61.7
Other Education	1	1	--	1	-	-	3
	11.1	9.1	-	20.0	-	-	6.4
Student	1	1	1	1	1	-	5
	11.1	9.1	10.0	20.0	25.0	-	10.6
Health Sciences	-	-	1	-	-	-	1
	-	-	10.0	-	-	-	2.1
Government and Military	-	-	1	-	-	2	3
	-	-	10.0	-	-	25.0	6.4
Industry and Self-employment	1	-	-	-	-	1	2
	11.1	-	-	-	-	12.5	4.3
Other	-	2	-	-	-	2	4
	-	18.2	-	-	-	25.0	8.5
Sub-total	9	11	10	5	4	8	47
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	4	3	2	2	1	-	12
TOTAL	13	14	12	7	5	8	59

Table C-11

Previous Employment Sector of Newly Appointed Full-time University Teachers in Mass Media Studies, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	9	1	3	11	12	7	43
	75.0	7.7	23.1	55.0	54.5	50.0	45.7
Other Education	-	2	-	1	1	-	4
	-	15.4	-	5.0	4.5	-	4.2
Student	1	2	3	3	1	3	13
	8.3	15.4	23.1	15.0	4.5	21.4	13.8
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	1	3	2	2	1	-	9
	8.3	23.1	15.4	10.0	4.5	-	9.6
Industry and Self-employment	-	1	5	2	4	4	16
	-	7.7	38.5	10.0	18.2	28.6	17.0
Other	1	4	-	1	3	-	9
	8.3	30.8	-	5.0	13.6	-	9.6
Sub-total	12	13	13	20	22	14	94
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	1	-	-	2	1	2	6
TOTAL	13	13	13	22	23	16	100

Table C-12

Previous Employment Sector of Newly Appointed Full-time University Teachers in English, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	42	47	38	36	45	46	254
	54.5	64.4	61.3	69.2	70.3	64.8	63.6
Other Education	5	4	7	3	2	3	24
	6.5	5.5	11.3	5.8	3.1	4.2	6.0
Student	27	21	15	12	12	16	103
	35.1	28.8	24.2	23.1	18.8	22.5	25.8
Health Sciences	-	-	-	-	1	-	1
	-	-	-	-	1.6	-	0.2
Government and Military	-	1	1	-	3	3	8
	-	1.4	1.6	-	4.7	4.2	2.0
Industry and Self-employment	2	-	-	1	-	3	6
	2.6	-	-	1.9	-	4.2	1.5
Other	1	-	1	-	1	-	3
	1.3	-	1.6	-	1.6	-	0.8
Sub-total	77	73	62	52	64	71	399
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	15	5	11	9	9	15	64
TOTAL	92	78	73	61	73	86	463

Table C-13

Previous Employment Sector of Newly Appointed Full-time University Teachers in French, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	23	22	23	19	20	28	135
	45.1	78.6	62.2	73.1	60.6	80.0	64.3
Other Education	10	2	3	1	2	3	21
	19.6	7.1	8.1	3.8	6.1	8.6	10.0
Student	18	3	10	4	5	3	43
	35.3	10.7	27.0	15.4	15.2	8.6	20.5
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	-	1	-	2	3	1	7
	-	3.6	-	7.7	9.1	2.8	3.3
Industry and Self-employment	-	-	-	-	3	-	3
	-	-	-	-	9.1	-	1.4
Other	-	-	1	-	-	-	1
	-	-	2.7	-	-	-	0.5
Sub-total	51	28	37	26	33	35	210
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	18	14	13	13	4	3	65
TOTAL	69	42	50	39	37	38	275

Table C-14

Previous Employment Sector of Newly Appointed Full-time University Teachers in German, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	9 64.3	8 72.7	13 81.2	4 66.7	6 66.7	7 100.0	47 74.6
Other Education	- -	1 9.1	- -	- -	2 22.2	- -	3 4.8
Student	5 35.7	2 18.2	3 18.8	2 33.3	1 11.1	- -	13 20.6
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	- -	- -	- -	- -	- -	- -	- -
Industry and Self-employment	- -	- -	- -	- -	- -	- -	- -
Other	- -	- -	- -	- -	- -	- -	- -
Sub-total	14 100.0	11 100.0	16 100.0	6 100.0	9 100.0	7 100.0	63 100.0
Not reported	5	2	1	2	2	-	12
TOTAL	19	13	17	8	11	7	75

Table C-15

Previous Employment Sector of Newly Appointed Full-time University Teachers in Spanish, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	6	3	5	5	3	4	26
	85.7	60.0	62.5	100.0	50.0	66.7	70.3
Other Education	-	1	2	-	-	-	3
	-	20.0	25.0	-	-	-	8.1
Student	1	1	1	-	3	2	8
	14.3	20.0	12.5	-	50.0	33.3	21.6
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Industry and Self-employment	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Sub-total	7	5	8	5	6	6	37
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	-	1	1	1	-	-	3
TOTAL	7	6	9	6	6	6	40

Table C-16

Previous Employment Sector of Newly Appointed Full-time University Teachers in Philosophy, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	25	29	19	19	21	18	131
	71.4	70.7	59.4	67.8	80.8	69.2	69.7
Other Education	1	2	4	-	-	1	8
	2.9	4.9	12.5	-	-	3.8	4.2
Student	9	10	6	8	5	5	43
	25.7	24.4	18.8	28.6	19.2	19.2	22.9
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Industry and Self-employment	-	-	2	1	-	1	4
	-	-	6.2	3.6	-	3.8	2.1
Other	-	-	1	-	-	1	2
	-	-	3.1	-	-	3.8	1.1
Sub-total	35	41	32	28	26	26	188
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	11	4	6	5	6	5	37
TOTAL	46	45	38	33	32	31	225

Table C-17

Previous Employment Sector of Newly Appointed Full-time University Teachers in Religious Studies, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	13	10	20	15	18	14	90
	32.5	47.6	57.1	48.4	48.6	66.7	48.6
Other Education	6	1	2	1	-	1	11
	15.0	4.8	5.7	3.2	-	4.8	5.9
Student	14	6	8	9	7	4	48
	35.0	28.6	22.9	29.0	18.9	19.0	25.9
Health Sciences	1	-	-	1	-	-	2
	2.5	-	-	3.2	-	-	1.1
Government and Military	-	-	-	-	-	1	1
	-	-	-	-	-	4.8	0.5
Industry and Self-employment	-	-	1	1	1	-	3
	-	-	2.9	3.2	2.7	-	1.6
Other	6	4	4	4	11	1	30
	15.0	19.0	11.4	12.9	29.7	4.8	16.2
Sub-total	40	21	35	31	37	21	185
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	2	3	6	4	2	1	18
TOTAL	42	24	41	35	39	22	203

Table C-18

Previous Employment Sector of Newly Appointed Full-time University Teachers in Anthropology and Archaeology, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	23 60.5	16 61.5	22 62.9	22 56.4	23 62.2	24 60.0	130 60.5
Other Education	1 2.6	- -	1 2.9	- -	- -	1 2.5	3 1.4
Student	10 26.3	8 30.8	9 25.7	16 41.0	9 24.3	12 30.0	64 29.8
Health Sciences	- -	- -	- -	- -	1 2.7	- -	1 0.5
Government and Military	2 5.3	1 3.8	3 8.6	1 2.6	3 8.1	1 2.5	11 5.1
Industry and Self-employment	- -	- -	- -	- -	- -	1 2.5	1 0.5
Other	2 5.3	1 3.8	- -	- -	1 2.7	1 2.5	5 2.3
Sub-total	38 100.0	26 100.0	35 100.0	39 100.0	37 100.0	40 100.0	215 100.0
Not reported	13	1	4	6	6	3	33
TOTAL	51	27	39	45	43	43	248

Table C-19

Previous Employment Sector of Newly Appointed Full-time University Teachers in Commerce and Business Administration, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	41 36.6	56 37.1	80 44.4	101 58.4	100 56.2	84 44.4	462 47.0
Other Education	3 2.7	7 4.6	9 5.0	5 2.9	5 2.8	5 2.6	34 3.4
Student	39 34.8	55 36.4	42 23.3	34 19.6	26 14.6	41 21.7	237 24.1
Health Sciences	- -	- -	- -	- -	1 0.6	3 1.6	4 0.4
Government and Military	6 5.4	3 2.0	11 6.1	7 4.0	11 6.2	15 7.9	53 5.4
Industry and Self-employment	17 15.2	27 17.9	36 20.0	24 13.9	32 18.0	32 16.9	168 17.1
Other	6 5.4	3 2.0	2 1.1	2 1.2	3 1.7	9 4.8	25 2.5
Sub-total	112 100.0	151 100.0	180 100.0	173 100.0	178 100.0	189 100.0	983 100.0
Not reported	26	6	29	20	32	17	130
TOTAL	138	157	209	193	210	206	1,113

Table C-20

Previous Employment Sector of Newly Appointed Full-time University Teachers in Economics, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	52	38	64	51	48	58	311
	57.8	62.3	57.6	62.2	67.6	63.0	61.3
Other Education	3	2	1	4	-	-	10
	3.3	3.3	0.9	4.9	-	-	2.0
Student	26	15	33	16	10	17	117
	28.9	24.6	29.7	19.5	14.1	18.5	23.1
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	5	4	10	5	8	7	39
	5.6	6.6	9.0	6.1	11.3	7.6	7.7
Industry and Self-employment	1	2	3	6	2	7	21
	1.1	3.3	2.7	7.3	2.8	7.6	4.1
Other	3	-	-	-	3	3	9
	3.3	-	-	-	4.2	3.3	1.8
Sub-total	90	61	111	82	71	92	507
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	21	10	11	4	13	10	69
TOTAL	111	71	122	86	84	102	576

Table C-21

Previous Employment Sector of Newly Appointed Full-time University Teachers in Geography, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	26 55.3	29 67.4	30 62.5	31 72.1	37 64.9	32 68.1	185 64.9
Other Education	- -	1 2.3	1 2.1	- -	1 1.8	3 6.4	6 2.1
Student	14 29.8	9 20.9	15 31.2	10 23.3	14 24.6	10 21.3	72 25.3
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	3 6.4	4 9.3	1 2.1	1 2.3	3 5.3	1 2.1	13 4.6
Industry and Self-employment	1 2.1	- -	1 2.1	1 2.3	1 1.8	1 2.1	5 1.8
Other	3 6.4	- -	- -	- -	1 1.8	- -	4 1.4
Sub-total	47 100.0	43 100.0	48 100.0	43 100.0	57 100.0	47 100.0	285 100.0
Not reported	14	4	14	10	13	5	60
TOTAL	61	47	62	53	70	52	345

Table C-22

Previous Employment Sector of Newly Appointed Full-time University Teachers in Law, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	27 40.3	21 42.0	32 39.5	30 48.4	29 40.8	23 34.8	162 40.8
Other Education	1 1.5	1 2.0	- -	1 1.6	- -	- -	3 0.8
Student	28 41.8	15 30.0	17 21.0	11 17.7	15 21.1	16 24.2	102 25.7
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	5 7.5	3 6.0	11 13.6	7 11.3	8 11.3	14 21.2	48 12.1
Industry and Self-employment	5 7.5	6 12.0	17 21.0	11 17.7	15 21.1	11 16.7	65 16.4
Other	1 1.5	4 8.0	4 4.9	2 3.2	4 5.6	2 3.0	17 4.3
Sub-total	67 100.0	50 100.0	81 100.0	62 100.0	71 100.0	66 100.0	397 100.0
Not reported	26	4	10	6	15	6	67
TOTAL	93	54	91	68	86	72	464

Table C-23

Previous Employment Sector of Newly Appointed Full-time University Teachers in Political Science, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	26 44.1	19 51.4	40 58.8	37 60.7	30 63.8	44 66.7	196 58.0
Other Education	2 3.4	- -	2 2.9	1 1.6	- -	1 1.5	6 1.8
Student	23 39.0	16 43.2	14 20.6	19 31.1	14 29.8	15 22.7	101 29.9
Health Sciences	- -	- -	- -	- -	- -	6 9.1	6 1.8
Government and Military	3 5.1	1 2.7	5 7.4	3 4.9	3 6.4	- -	15 4.4
Industry and Self-employment	3 5.1	- -	3 4.4	1 1.6	- -	- -	7 2.1
Other	2 3.4	1 2.7	4 5.9	- -	- -	- -	7 2.1
Sub-total	59 100.0	37 100.0	68 100.0	61 100.0	47 100.0	66 100.0	338 100.0
Not reported	12	8	8	7	4	4	43
TOTAL	71	45	76	68	51	70	381

Table C-24

Previous Employment Sector of Newly Appointed Full-time University Teachers in Psychology, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	57	56	55	63	53	62	346
	48.3	60.2	52.9	51.2	47.3	52.1	51.7
Other Education	8	3	5	5	6	3	30
	6.8	3.2	4.8	4.1	5.4	2.5	4.5
Student	36	25	32	39	36	33	201
	30.5	26.9	30.8	31.7	32.1	27.7	30.0
Health Sciences	6	5	5	8	7	9	40
	5.1	5.4	4.8	6.5	6.2	7.6	6.0
Government and Military	5	2	4	3	6	6	26
	4.2	2.2	3.8	2.4	5.4	5.0	3.9
Industry and Self-employment	2	-	2	3	1	5	13
	1.7	-	1.9	2.4	0.9	4.2	1.9
Other	4	2	1	2	3	1	13
	3.4	2.2	1.0	1.6	2.7	0.8	1.9
Sub-total	118	93	104	123	112	119	669
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	17	5	9	12	10	6	59
TOTAL	135	98	113	135	122	125	728

Table C-25

Previous Employment Sector of Newly Appointed Full-time University Teachers in Social Work, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	9	19	15	15	17	16	91
	42.8	44.2	41.7	41.7	53.1	43.2	44.4
Other Education	-	2	2	1	1	2	8
	-	4.6	5.6	2.8	3.1	5.4	3.9
Student	3	6	2	4	1	7	23
	14.3	14.0	5.6	11.1	3.1	18.9	11.2
Health Sciences	2	3	3	5	3	3	19
	9.5	7.0	8.3	13.7	9.4	8.1	9.3
Government and Military	2	11	9	7	9	5	43
	9.5	25.6	25.0	19.4	28.1	13.5	21.0
Industry and Self-employment	1	1	2	1	-	1	6
	4.8	2.3	5.6	2.8	-	2.7	2.9
Other	4	1	3	3	1	3	15
	19.0	2.3	8.3	8.3	3.1	8.1	7.3
Sub-total	21	43	36	36	32	37	205
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	6	2	9	10	6	7	40
TOTAL	27	45	45	46	38	44	245

Table C-26

Previous Employment Sector of Newly Appointed Full-time University Teachers in Sociology, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	48	46	62	55	60	52	323
	58.5	56.1	60.8	61.1	64.5	68.4	61.5
Other Education	4	2	3	2	-	2	13
	4.9	2.4	2.9	2.2	-	2.6	2.5
Student	24	31	30	26	28	19	158
	29.3	37.8	29.4	28.9	30.1	25.0	30.1
Health Sciences	1	-	-	-	-	-	1
	1.2	-	-	-	-	-	0.2
Government and Military	3	2	3	3	2	-	13
	3.7	2.4	2.9	3.3	2.2	-	2.5
Industry and Self-employment	1	-	2	1	1	-	5
	1.2	-	2.0	1.1	1.1	-	1.0
Other	1	1	2	3	2	3	12
	1.2	1.2	2.0	3.3	2.2	3.9	2.3
Sub-total	82	82	102	90	93	76	525
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	20	10	5	13	9	8	65
TOTAL	102	92	107	103	102	84	590

Table C-27

Previous Employment Sector of Newly Appointed Full-time University Teachers in Agriculture, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	9 52.9	8 40.0	8 40.0	3 27.3	7 31.8	6 46.2	41 39.8
Other Education	1 5.9	- -	1 5.0	- -	- -	1 7.7	3 2.9
Student	6 35.3	9 45.0	5 25.0	3 27.3	10 45.4	2 15.4	35 34.0
Health Sciences	- -	1 5.0	- -	- -	- -	- -	1 1.0
Government and Military	1 5.9	1 5.0	3 15.0	4 36.4	4 18.2	4 30.8	17 16.5
Industry and Self-employment	- -	1 5.0	3 15.0	1 9.1	1 4.5	- -	6 5.8
Other	- -	- -	- -	- - -	- -	- -	- -
Sub-total	17 100.0	20 100.0	20 100.0	11 100.0	22 100.0	13 100.0	103 100.0
Not reported	3	1	-	2	-	1	7
TOTAL	20	21	20	13	22	14	110

Table C-28

Previous Employment Sector of Newly Appointed Full-time University Teachers in Biological Sciences*, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	26 49.0	42 60.0	48 60.8	31 42.5	28 51.8	35 64.8	210 54.8
Other Education	- -	1 1.4	1 1.3	3 4.1	- -	- -	5 1.3
Student	21 39.6	23 32.9	25 31.6	25 34.2	21 38.9	11 20.4	126 32.9
Health Sciences	3 5.7	1 1.4	1 1.3	1 1.4	1 1.8	4 7.4	11 2.9
Government and Military	2 3.8	2 2.8	4 5.1	6 8.2	2 3.7	3 5.6	19 5.0
Industry and Self-employment	1 1.9	- -	- -	3 4.1	- -	- -	4 1.0
Other	- -	1 1.4	- -	4 5.5	2 3.7	1 1.8	8 2.1
Sub-total	53 100.0	70 100.0	79 100.0	73 100.0	54 100.0	54 100.0	383 100.0
Not reported	22	5	6	11	2	7	53
TOTAL	75	75	85	84	56	61	436

*Biology, Botany and Zoology

Table C-29

Previous Employment Sector of Newly Appointed Full-time University Teachers in Household Science, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	7 33.3	7 36.8	7 41.2	6 37.5	6 28.6	13 54.2	46 39.0
Other Education	2 9.5	4 21.0	2 11.8	1 6.2	3 14.3	- -	12 10.2
Student	7 33.3	4 21.0	6 35.3	4 25.0	10 47.6	7 29.2	38 32.2
Health Sciences	2 9.5	1 5.3	1 5.8	3 18.8	- -	- -	7 5.9
Government and Military	2 9.5	1 5.3	1 5.8	- -	- -	3 12.5	7 5.9
Industry and Self-employment	1 4.8	2 10.5	- -	2 12.5	1 4.8	- -	6 5.1
Other	- -	- -	- -	- -	1 4.8	1 4.2	2 1.7
Sub-total	21 100.0	19 100.0	17 100.0	16 100.0	21 100.0	24 100.0	118 100.0
Not reported	1	3	5	3	1	2	15
TOTAL	22	22	22	19	22	26	133

Table C-30

Previous Employment Sector of Newly Appointed Full-time University Teachers in Veterinary Medicine, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	5	7	6	4	6	2	30
	23.8	41.2	30.0	19.0	25.0	20.0	26.5
Other Education	1	-	-	2	-	1	4
	4.8	-	-	9.5	-	10.0	3.5
Student	5	5	8	10	10	2	40
	23.8	29.4	40.0	47.6	41.7	20.0	35.4
Health Sciences	3	4	1	1	2	1	12
	14.3	23.5	5.0	4.8	8.3	10.0	10.6
Government and Military	1	-	-	-	1	1	3
	4.8	-	-	-	4.2	10.0	2.7
Industry and Self-employment	3	1	5	4	5	2	20
	14.3	5.9	25.0	19.0	20.8	20.0	17.7
Other	3	-	-	-	-	1	4
	14.3	-	-	-	-	10.0	3.5
Sub-total	21	17	20	21	24	10	113
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	11	6	8	3	2	-	30
TOTAL	32	23	28	24	26	10	143

Table C-31

Previous Employment Sector of Newly Appointed Full-time University Teachers in Architecture, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	2 18.2	1 14.3	8 40.0	4 40.0	2 15.4	9 42.8	26 31.7
Other Education	- -	2 28.6	1 5.0	- -	- -	- -	3 3.6
Student	1 9.1	1 14.3	- -	1 10.0	3 23.1	1 4.8	7 8.5
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	2 18.2	2 28.6	3 15.0	1 10.0	- -	2 9.5	10 12.2
Industry and Self-employment	4 36.4	1 14.3	8 40.0	4 40.0	8 61.5	9 42.8	34 41.5
Other	2 18.2	- -	- -	- -	- -	- -	2 2.4
Sub-total	11 100.0	7 100.0	20 100.0	10 100.0	13 100.0	21 100.0	82 100.0
Not reported	8	2	4	3	-	4	21
TOTAL	19	9	24	13	13	25	103

Table C-32

Previous Employment Sector of Newly Appointed Full-time University Teachers in Chemical Engineering, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	4	2	2	5	4	5	22
	66.7	20.0	40.0	83.3	57.1	55.6	51.2
Other Education	-	-	1	-	-	-	1
	-	-	20.0	-	-	-	2.3
Student	2	3	1	-	2	1	10
	33.3	40.0	20.0	-	28.6	11.1	23.2
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Industry and Self-employment	-	3	-	1	1	2	7
	-	30.0	-	16.7	14.3	22.2	16.3
Other	-	1	1	-	-	1	3
	-	10.0	20.0	-	-	11.1	7.0
Sub-total	6	10	5	6	7	9	43
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	3	-	2	2	2	1	10
TOTAL	9	10	7	8	9	10	53

Table C-33

Previous Employment Sector of Newly Appointed Full-time University Teachers in Civil Engineering, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	5	8	3	9	14	3	42
	41.7	57.1	37.5	56.2	56.0	20.0	46.7
Other Education	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Student	3	2	2	1	1	3	12
	25.0	14.3	25.0	6.2	4.0	20.0	13.3
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	3	3	1	3	7	1	18
	25.0	21.4	12.5	18.8	28.0	6.7	20.0
Industry and Self-employment	1	1	2	3	2	7	16
	8.3	7.1	25.0	18.8	8.0	46.7	17.8
Other	-	-	-	-	1	1	2
	-	-	-	-	4.0	6.7	2.2
Sub-total	12	14	8	16	25	15	90
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	10	-	1	1	3	2	17
TOTAL	22	14	9	17	28	17	

Table C-34

Previous Employment Sector of Newly Appointed Full-time University Teachers in Electrical Engineering, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	4 36.4	4 25.0	6 50.0	14 66.7	10 52.6	14 58.3	52 50.5
Other Education	- -	- -	1 8.3	- -	- -	1 4.2	2 1.9
Student	6 54.5	4 25.0	2 16.7	4 19.0	4 21.0	2 8.3	22 21.4
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	- -	5 31.2	1 8.3	2 9.5	2 10.5	1 4.2	11 10.7
Industry and Self-employment	1 9.1	1 6.2	2 16.7	1 4.8	3 15.8	4 16.7	12 11.7
Other	- -	2 12.5	- -	- -	- -	2 8.3	4 3.9
Sub-total	11 100.0	16 100.0	12 100.0	21 100.0	19 100.0	24 100.0	103 100.0
Not reported	7	2	2	4	5	1	21
TOTAL	18	18	14	25	24	25	124

Table C-35

Previous Employment Sector of Newly Appointed Full-time University Teachers in Mechanical Engineering, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	4	7	3	10	9	6	39
	44.4	63.6	23.1	50.0	42.8	24.0	39.4
Other Education	-	-	1	-	-	-	1
	-	-	7.7	-	-	-	1.0
Student	3	3	3	4	4	13	30
	33.3	27.3	23.1	20.0	19.0	52.0	30.3
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	-	-	4	2	2	1	9
	-	-	30.8	10.0	9.5	4.0	9.1
Industry and Self-employment	1	1	2	3	5	5	17
	11.1	9.1	15.4	15.0	23.8	20.0	17.2
Other	1	-	-	1	1	-	3
	11.1	-	-	5.0	4.8	-	3.0
Sub-total	9	11	13	20	21	25	99
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	2	-	3	4	-	1	10
TOTAL	11	11	16	24	21	26	109

Table C-36

Previous Employment Sector of Newly Appointed Full-time University Teachers in Forestry, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	1	3	3	4	-	4	15
	20.0	60.0	20.0	57.1	-	50.0	36.6
Other Education	-	-	1	-	-	-	1
	-	-	6.7	-	-	-	2.4
Student	1	1	7	1	-	-	10
	20.0	20.0	46.7	14.3	-	-	24.4
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	2	1	2	1	1	3	10
	40.0	20.0	13.3	14.3	100.0	37.5	24.4
Industry and Self-employment	1	-	2	1	-	1	5
	20.0	-	13.3	14.3	-	12.5	12.2
Other	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Sub-total	5	5	15	7	1	8	41
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	2	3	1	-	1	2	9
TOTAL	7	8	16	7	2	10	50

Table C-37

Previous Employment Sector of Newly Appointed Full-time University Teachers in Dentistry, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	3	12	12	11	8	9	55
	30.0	46.2	44.4	35.5	38.1	39.1	39.9
Other Education	1	-	1	-	-	-	2
	10.0	-	3.7	-	-	-	1.4
Student	2	1	8	8	4	2	25
	20.0	3.8	29.6	25.8	19.1	8.7	18.1
Health Sciences	-	5	1	2	2	7	17
	-	19.2	3.7	6.4	9.5	30.4	12.3
Government and Military	1	1	1	3	1	-	7
	10.0	3.8	3.7	9.7	4.8	-	5.1
Industry and Self-employment	3	7	3	6	6	5	30
	30.0	26.9	11.1	19.4	28.6	21.7	21.7
Other	-	-	1	1	-	-	2
	-	-	3.7	3.2	-	-	1.4
Sub-total	10	26	27	31	21	23	138
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	7	2	6	3	3	2	23
TOTAL	17	28	33	34	24	25	161

Table C-38

Previous Employment Sector of Newly Appointed Full-time University Teachers in Medicine, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	14	12	6	12	10	8	62
	66.7	46.2	30.0	35.3	37.0	32.0	40.5
Other Education	-	-	-	2	-	-	2
	-	-	-	5.9	-	-	1.3
Student	-	4	7	2	4	2	19
	-	15.4	35.0	5.9	14.8	8.0	12.4
Health Sciences	5	6	4	15	10	11	51
	23.8	23.1	20.0	44.1	37.0	44.0	33.3
Government and Military	1	2	1	1	-	1	6
	4.8	7.7	5.0	2.9	-	4.0	3.9
Industry and Self-employment	1	2	1	2	2	1	9
	4.8	7.7	5.0	5.9	7.4	4.0	5.9
Other	-	-	1	-	1	2	4
	-	-	5.0	-	3.7	8.0	2.6
Sub-total	21	26	20	34	27	25	153
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	22	1	6	9	10	10	58
TOTAL	43	27	26	43	37	35	211

Table C-39

Previous Employment Sector of Newly Appointed Full-time University Teachers in Basic Medicine Sciences, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	12	27	14	12	26	22	113
	37.5	61.4	53.8	52.2	68.4	64.7	57.4
Other Education	1	-	-	-	-	1	2
	3.1	-	-	-	-	2.9	1.0
Student	8	9	6	5	5	5	38
	25.0	20.4	23.1	21.7	13.2	14.7	19.3
Health Sciences	7	4	3	1	4	3	22
	21.9	9.1	11.5	4.3	10.5	8.8	11.2
Government and Military	-	-	1	2	1	2	6
	-	-	3.8	8.7	2.6	5.9	3.0
Industry and Self-employment	3	1	1	1	1	-	7
	9.4	2.3	3.8	4.3	2.6	-	3.6
Other	1	3	1	2	1	1	9
	3.1	6.8	3.8	8.7	2.6	2.9	4.6
Sub-total	32	44	26	23	38	34	197
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	9	5	2	8	5	3	32
TOTAL	41	49	28	31	43	37	229

Table C-40

Previous Employment Sector of Newly Appointed Full-time University Teachers in Medical Specializations 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	30	29	27	22	34	17	159
	37.5	27.9	38.6	27.8	50.0	22.1	33.3
Other Education	2	1	-	1	1	-	5
	2.5	1.0	-	1.3	1.5	-	1.0
Student	7	17	9	23	8	19	83
	8.8	16.3	12.8	29.1	11.8	24.7	17.4
Health Sciences	30	44	22	25	19	34	174
	37.5	42.3	31.4	31.6	27.9	44.2	36.4
Government and Military	2	3	-	1	2	1	9
	2.5	2.9	-	1.3	2.9	1.3	1.9
Industry and Self-employment	9	6	11	6	2	5	39
	11.3	5.8	15.7	7.6	2.9	6.5	8.2
Other	-	4	1	1	2	1	9
	-	3.8	1.4	1.3	2.9	1.3	1.9
Sub-total	80	104	70	79	68	77	478
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	30	11	21	20	16	10	108
TOTAL	110	115	91	99	84	87	586

Table C-41

Previous Employment Sector of Newly Appointed Full-time University Teachers in Surgery Specialization 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	5 25.0	11 30.6	6 20.7	7 25.9	6 25.0	18 54.5	53 31.4
Other Education	- -	- -	- -	1 3.7	1 4.2	- -	2 1.2
Student	6 30.0	8 22.2	7 24.1	6 22.2	5 20.8	1 3.0	33 19.5
Health Sciences	7 35.0	10 27.8	14 48.3	9 33.3	9 37.5	12 36.4	61 36.1
Government and Military	- -	1 2.8	1 3.4	- -	1 4.2	- -	3 1.8
Industry and Self-employment	2 10.0	6 16.7	1 3.4	4 14.8	2 8.3	2 6.1	17 10.1
Other	- -	- -	- -	- -	- -	- -	- -
Sub-total	20 100.0	36 100.0	29 100.0	27 100.0	24 100.0	33 100.0	169 100.0
Not reported	16	4	3	1	2	4	30
TOTAL	35	40	32	28	26	37	198

Table C-42

Previous Employment Sector of Newly Appointed Full-time University Teachers in Nursing, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	7 14.9	19 23.8	37 33.9	25 31.3	30 36.6	27 28.4	145 29.4
Other Education	4 8.5	4 5.0	10 9.2	8 10.0	2 2.4	5 5.3	33 6.7
Student	12 25.5	10 12.5	9 8.3	12 15.0	8 9.8	16 16.8	67 13.6
Health Sciences	21 44.7	42 52.5	43 39.4	30 37.5	36 43.9	38 40.0	210 42.6
Government and Military	1 2.1	1 1.2	8 7.3	4 5.0	4 4.9	3 3.2	21 4.2
Industry and Self-employment	- -	1 1.2	- -	- -	- -	4 4.2	5 1.0
Other	2 4.2	3 3.8	2 1.8	1 1.2	2 2.4	2 2.1	12 2.4
Sub-total	47 100.0	80 100.0	109 100.0	80 100.0	82 100.0	95 100.0	493 100.0
Not reported	30	14	15	26	18	11	114
TOTAL	77	94	124	106	100	106	607

Table C-43

Previous Employment Sector of Newly Appointed Full-time University Teachers in Pharmacy, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	1	2	4	4	2	3	16
	33.3	25.0	50.0	36.4	33.3	30.0	34.8
Other Education	-	1	-	-	-	-	1
	-	12.5	-	-	-	-	2.2
Student	1	-	2	1	1	3	8
	33.3	-	25.0	9.1	16.7	30.0	17.4
Health Sciences	-	2	1	3	3	-	9
	-	25.0	12.5	27.3	50.0	-	19.6
Government and Military	1	-	-	2	-	2	5
	33.3	-	-	18.2	-	20.0	10.9
Industry and Self-employment	-	2	1	-	-	2	5
	-	25.0	12.5	-	-	20.0	10.9
Other	-	1	-	1	-	-	2
	-	12.5	-	9.1	-	-	4.3
Sub-total	3	8	8	11	6	10	46
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	9	1	3	4	4	2	23
TOTAL	12	9	11	15	10	12	69

Table C-44

Previous Employment Sector of Newly Appointed Full-time University Teachers in Applied Mathematics, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	18	26	25	29	24	22	144
	50.0	53.1	62.5	58.0	57.1	64.7	57.4
Other Education	2	2	2	2	-	2	10
	5.6	4.1	5.0	4.0	-	5.9	4.0
Student	11	13	8	11	14	6	63
	30.6	26.5	20.0	22.0	33.3	17.6	25.1
Health Sciences	-	2	-	4	1	-	7
	-	4.1	-	8.0	2.4	-	2.8
Government and Military	2	1	1	-	2	1	7
	5.6	2.0	2.5	-	4.8	2.9	2.8
Industry and Self-employment	3	5	4	2	1	2	17
	8.3	10.2	10.0	4.0	2.4	5.9	6.8
Other	-	-	-	2	-	1	3
	-	-	-	4.0	-	2.9	1.2
Sub-total	36	49	40	50	42	34	251
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	7	3	4	5	6	1	26
TOTAL	43	52	44	55	48	35	277

Table C-45

Previous Employment Sector of Newly Appointed Full-time University Teachers in Mathematics, 1972-73 to 1977-1978

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	35	39	36	40	51	42	243
	50.7	67.2	62.1	70.2	78.5	72.4	66.6
Other Education	4	-	3	-	3	2	12
	5.8	-	5.2	-	4.6	3.4	3.3
Student	23	15	13	11	9	12	83
	33.3	25.9	22.4	19.3	13.8	20.7	22.7
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	3	2	5	3	1	1	15
	4.3	3.4	8.6	5.3	1.5	1.7	4.1
Industry and Self-employment	1	1	1	2	-	1	6
	1.4	1.7	1.7	3.5	-	1.7	1.6
Other	3	1	-	1	1	-	6
	4.3	1.7	-	1.8	1.5	-	1.6
Sub-total	69	58	58	57	65	58	365
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	29	4	5	10	12	9	69
TOTAL	98	62	63	67	77	67	434

Table C-46

Previous Employment Sector of Newly Appointed Full-time University Teachers in Mathematical Statistics, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	11 55.0	10 58.8	9 75.0	11 73.3	6 60.0	7 50.0	54 61.4
Other Education	- -	- -	- -	- -	1 10.0	- -	1 1.1
Student	9 45.0	7 41.2	2 16.7	2 13.3	2 20.0	5 35.7	27 30.7
Health Sciences	- -	- -	- -	- -	- -	- -	- -
Government and Military	- -	- -	- -	1 6.7	1 10.0	- -	2 2.3
Industry and Self-employment	- -	- -	1 8.3	1 6.7	- -	1 7.1	3 3.4
Other	- -	- -	- -	- -	- -	1 7.1	1 1.1
Sub-total	20 100.0	17 100.0	12 100.0	15 100.0	10 100.0	14 100.0	88 100.0
Not reported	1	-	-	-	-	1	3
TOTAL	21	17	12	16	10	15	91

Table C-47

Previous Employment Sector of Newly Appointed Full-time University Teachers in Chemistry, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	12	15	30	22	23	19	121
	44.4	60.0	78.9	57.9	59.0	61.3	61.1
Other Education	-	3	-	1	1	1	6
	-	12.0	-	2.6	2.6	3.2	3.0
Student	10	7	6	11	10	8	52
	37.0	28.0	15.8	28.9	25.6	25.8	26.3
Health Sciences	-	-	-	2	5	1	8
	-	-	-	5.3	12.8	3.2	4.0
Government and Military	2	-	-	1	-	-	3
	7.4	-	-	2.6	-	-	1.5
Industry and Self-employment	2	-	1	1	-	1	5
	7.4	-	2.6	2.6	-	3.2	2.5
Other	1	-	1	-	-	1	3
	3.7	-	2.6	-	-	3.2	1.5
Sub-total	27	25	38	38	39	31	198
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	10	3	3	5	7	5	33
TOTAL	37	28	41	43	46	36	231

Table C-48

Previous Employment Sector of Newly Appointed Full-time University Teachers in Geology, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	13	7	12	9	12	16	69
	46.4	30.4	48.0	47.4	50.0	64.0	47.9
Other Education	-	-	4	1	1	-	6
	-	-	16.0	5.3	4.2	-	4.2
Student	9	11	5	4	5	4	38
	32.1	47.8	20.0	21.0	20.8	16.0	26.4
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	3	2	4	3	4	2	18
	10.7	8.7	16.0	15.8	16.7	8.0	12.5
Industry and Self-employment	2	3	-	2	2	2	11
	7.1	13.0	-	10.5	8.3	8.0	7.6
Other	1	-	-	-	-	1	2
	3.6	-	-	-	-	4.0	1.4
Sub-total	28	23	25	19	24	25	144
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	2	-	5	3	4	1	15
TOTAL	30	23	30	22	28	26	159

Table C-49

Previous Employment Sector of Newly Appointed Full-time University Teachers in Physics, 1972-73 to 1977-78

Employment Sector	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	Six Year Total
University	25	16	25	11	17	13	107
	61.0	57.1	64.1	55.0	56.7	54.2	58.8
Other Education	1	-	3	-	1	1	6
	2.4	-	7.7	-	3.3	4.2	3.3
Student	12	8	5	5	9	8	47
	29.3	28.6	12.8	25.0	30.0	33.3	25.8
Health Sciences	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Government and Military	1	2	2	3	2	2	12
	2.4	7.1	5.1	15.0	6.7	8.3	6.6
Industry and Self-employment	1	-	2	1	1	-	5
	2.4	-	5.1	5.0	3.3	-	2.7
Other	1	2	2	-	-	-	5
	2.4	7.1	5.1	-	-	-	2.7
Sub-total	41	28	39	20	30	24	182
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not reported	14	4	3	5	10	5	41
TOTAL	55	32	42	25	40	29	223

APPENDIX D

Country of First Degree

The geographic origin of the teachers' first degree suggests their previous place of residence and can be used as a proxy for nationality.

Overall, in 1977-78, 58.2% had obtained their first degree in Canada, including those who might have been immigrants (Table D-1). The second largest group, 17.2%, had graduated in the United States and 10.5% had earned their first degree in the United Kingdom. In absolute numbers, 13,242 of the 31,648 full-time faculty had obtained their first degree abroad. However, variations among the eight teaching fields were substantial: from a low of 29.4% in Education, to a high of 55.1% in Fine and Applied Arts. Compared with the social sciences and humanities, a disproportionately large percentage in the natural and physical sciences had obtained their first degree in countries other than Canada, the United States, or the United Kingdom.

At the discipline level, in some social sciences such as archaeology and anthropology, American first degrees outnumbered Canadian, in contrast to most of the applied disciplines where better than two-thirds had graduated from Canadian universities. This pattern did not change substantially for new faculty (Tables D-3 to D-55).

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Country of First Degree

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Table D-1

Geographic Area of First Degree of Full-time University Teachers by Teaching Field, 1977-78

Teaching Field	Canada	United States	United Kingdom	Other Commonwealth	France/ Belgium	Other Europe	Other	Sub-total	No Degree	Not Reported	Total
Education	2,251 (70.6)	546 (17.1)	162 (5.1)	75 (2.4)	61 (1.9)	47 (1.5)	48 (1.5)	3,190 (100.0)	26	38	3,254
Fine and Applied Arts	523 (44.9)	415 (35.6)	112 (9.6)	14 (1.2)	20 (1.7)	57 (4.9)	24 (2.1)	1,165 (100.0)	129	28	1,322
Humanities	3,054 (53.1)	1,261 (21.9)	649 (11.3)	77 (1.3)	262 (4.6)	308 (5.4)	137 (2.4)	5,748 (100.0)	24	34	5,806
Social Sciences	4,415 (55.8)	1,781 (22.5)	635 (8.0)	291 (3.7)	248 (3.1)	254 (3.2)	284 (3.6)	7,908 (100.0)	27	56	7,991
Agriculture and Biological Sciences	1,423 (61.1)	371 (15.9)	262 (11.2)	92 (4.0)	35 (1.5)	80 (3.4)	68 (2.9)	2,331 (100.0)	7	9	2,347
Engineering and Applied Sciences	1,359 (57.9)	175 (7.5)	298 (12.7)	131 (5.6)	63 (2.7)	181 (7.7)	140 (6.0)	2,347 (100.0)	16	14	2,377
Health Sciences	2,965 (66.6)	332 (7.4)	549 (12.3)	153 (3.4)	51 (1.2)	219 (4.9)	185 (4.2)	4,454 (100.0)	10	31	4,495
Mathematics and Physical Sciences	2,237 (52.9)	530 (12.5)	618 (14.6)	275 (6.5)	89 (2.1)	272 (6.4)	206 (4.9)	4,227 (100.0)	9	36	4,272
Sub-total	18,227 (58.1)	5,411 (17.3)	3,285 (10.5)	1,108 (3.5)	829 (2.6)	1,418 (4.5)	1,092 (3.5)	31,370 (100.0)	248	246	31,864
Not Reported	179 (64.4)	35 (12.6)	33 (11.9)	9 (3.2)	5 (1.8)	10 (3.6)	7 (2.5)	278 (100.0)	6	19	303
Total	18,406 (58.2)	5,446 (17.2)	3,318 (10.5)	1,117 (3.5)	834 (2.6)	1,428 (4.5)	1,099 (3.5)	31,648 (100.0)	254	265	32,167

Table D-2

Geographic Area of First Degree of Full-time University Teachers by Teaching Field and Selected Disciplines, 1977-78

Teaching Field and Discipline	Canada No.	Canada %	United States No.	United States %	United Kingdom No.	United Kingdom %	Other Commonwealth No.	Other Commonwealth %	Belgium/France No.	Belgium/France %	Other Europe No.	Other Europe %	Other No.	Other %	Sub-total No.	Sub-total %	Not Reported	Total
Physical Education	503	69.5	121	16.7	39	5.4	16	2.2	14	1.9	22	3.0	9	1.2	724	100.0	20	744
Education	1,748	70.5	425	17.2	123	5.0	59	2.4	47	1.9	25	1.0	39	1.6	2,466	100.0	44	2,510
Sub-total Education	2,251	70.6	546	17.1	162	5.1	75	2.4	61	1.9	47	1.5	48	1.5	3,190	100.0	64	3,254
Music	213	44.3	185	38.5	33	6.9	7	1.5	6	1.2	24	5.0	13	2.7	481	100.0	62	543
Fine and Applied Arts	310	45.3	230	33.6	79	11.6	7	1.0	14	2.1	33	4.8	11	1.6	684	100.0	95	779
Sub-total Fine and Applied Arts	523	44.9	415	35.6	112	9.6	14	1.2	20	1.7	57	4.9	24	2.1	1,165	100.0	157	1,322
Classics	104	41.6	41	16.3	77	30.8	1	0.4	4	1.6	20	8.0	3	1.2	250	100.0	2	252
History	600	58.4	268	26.1	93	9.1	10	1.0	16	1.7	21	2.0	18	1.7	1,028	100.0	5	1,033
Library and Records Science	61	65.6	19	20.4	6	6.5	4	4.3	2	2.1	1	1.1	0	0.0	93	100.0	0	93
Mass Media Studies	89	70.6	22	17.4	4	3.2	0	0.0	5	4.0	5	4.0	1	0.8	126	100.0	14	140
English	769	54.8	369	26.3	188	13.4	16	1.1	7	0.5	16	1.1	28	2.0	1,403	100.0	8	1,411
French	387	52.2	67	9.0	91	12.3	7	0.9	154	20.8	23	3.1	13	1.7	742	100.0	6	748
German	83	46.6	25	14.0	19	10.7	1	0.6	1	0.6	47	26.4	2	1.1	178	100.0	5	183
Spanish	43	29.4	27	18.5	14	9.6	1	0.7	4	2.7	41	28.1	16	11.0	146	100.0	0	146
Other Modern Languages	183	40.6	92	20.4	55	12.2	5	1.1	18	4.0	63	14.0	35	7.7	451	100.0	6	457
Philosophy	319	49.1	203	31.2	65	10.0	12	1.9	17	2.6	24	3.7	10	1.5	650	100.0	5	655
Religious Studies	350	63.2	101	18.2	30	5.4	9	1.6	11	2.0	43	7.8	10	1.8	554	100.0	2	556
Other Humanities	64	51.2	27	21.6	7	5.6	1	0.8	21	16.8	4	3.2	1	0.8	125	100.0	5	130
Sub-Total Humanities	3,054	53.1	1,261	21.9	649	11.3	77	1.3	262	4.6	308	5.4	137	2.4	5,748	100.0	58	5,806
Anthropology and Archaeology	149	38.9	177	46.2	17	4.4	11	2.9	12	3.1	6	1.6	11	2.9	383	100.0	5	388
Area Studies	36	42.4	29	34.1	5	5.9	1	1.2	2	2.4	2	2.4	10	11.8	85	100.0	6	91
Commerce, Business and Administration	938	65.2	241	16.8	70	4.9	56	3.9	48	3.3	32	2.2	56	3.9	1,439	100.0	18	1,457
Economics	522	54.4	172	18.0	76	7.9	55	5.7	28	2.9	32	3.4	54	5.6	959	100.0	6	965
Geography	275	43.0	76	11.9	176	27.5	29	4.5	29	4.5	38	6.0	16	2.5	639	100.0	7	646
Law	404	70.0	37	6.4	62	10.8	28	4.9	16	2.8	15	2.6	15	2.6	577	100.0	7	584
Political Science	404	56.5	165	23.1	52	7.3	22	3.1	23	3.2	19	2.7	30	4.2	715	100.0	7	722
Psychology	734	53.9	445	32.7	68	5.0	39	2.9	23	1.7	27	2.0	26	1.9	1,362	100.0	16	1,378
Social Work	258	74.1	57	16.4	15	4.3	6	1.7	4	1.2	4	1.2	4	1.2	348	100.0	0	348
Sociology	438	48.5	267	29.6	51	5.7	32	3.5	28	3.1	37	4.1	50	5.5	903	100.0	6	909
Other Social Sciences	257	51.6	115	23.1	43	8.6	12	2.4	37	7.4	22	4.4	12	2.4	498	100.0	5	503
Sub-total Social Sciences	4,415	55.8	1,781	22.5	635	8.0	291	3.7	243	3.1	234	3.2	284	3.6	7,908	100.0	83	7,991
Agriculture	260	69.0	49	13.0	28	7.4	9	2.4	5	1.3	17	4.5	9	2.4	377	100.0	2	379
Biology	406	58.2	115	16.5	89	12.8	36	5.2	7	1.0	28	4.0	17	2.4	698	100.0	6	704
Botany	80	48.8	31	18.9	37	22.6	9	5.5	0	0.0	1	0.6	6	3.7	164	100.0	1	165
Household Sciences and Related	172	69.9	42	17.1	12	4.9	7	2.9	3	1.2	2	0.8	8	3.2	246	100.0	1	247
Veterinary Medicine	115	61.8	25	13.4	24	12.9	11	5.9	2	1.1	6	3.2	3	1.6	186	100.0	2	188
Zoology	146	49.5	74	25.1	41	13.9	9	3.1	2	0.7	9	3.1	14	4.7	295	100.0	1	296
Other Biological Sciences	244	66.8	35	9.6	31	8.5	11	3.0	16	4.4	17	4.7	11	3.0	365	100.0	3	368
Sub-total Agriculture and Biological Sciences	1,423	61.1	371	15.9	262	11.2	92	4.0	35	1.5	80	3.4	68	2.9	2,331	100.0	16	2,347
Architecture	106	46.9	43	19.0	31	13.7	5	2.2	10	4.4	20	8.9	11	4.9	226	100.0	4	230
Chemical Engineering	130	57.0	27	11.8	26	11.4	11	4.8	5	2.2	14	6.1	15	6.6	228	100.0	1	229
Civil Engineering	219	57.6	15	4.0	44	11.6	27	7.1	11	2.9	37	9.7	27	7.1	380	100.0	4	384
Electrical Engineering	261	56.3	24	5.2	55	11.8	38	8.2	10	2.2	41	8.8	35	7.5	464	100.0	2	466
Mechanical Engineering	221	58.5	18	4.8	63	16.7	17	4.5	11	2.9	26	6.9	22	5.8	378	100.0	4	382
Forestry	55	62.5	13	14.8	7	8.0	4	4.6	1	1.1	7	8.0	1	1.1	88	100.0	2	90
Other Engineering and Applied Sciences	367	63.0	35	6.0	72	12.4	29	5.0	15	2.6	36	6.2	29	5.0	583	100.0	13	596
Sub-total Engineering and Applied Sciences	1,359	57.9	175	7.5	298	12.7	131	5.6	63	2.7	181	7.7	140	6.0	2,347	100.0	30	2,377
Dentistry	211	67.6	22	7.0	33	10.6	22	7.0	3	1.0	8	2.6	13	4.2	312	100.0	2	314
Medicine	1,581	61.5	164	6.4	382	14.9	97	3.8	36	1.4	177	6.9	133	5.2	2,570	100.0	20	2,590
Nursing	500	83.1	73	12.1	8	1.3	12	2.0	1	0.2	0	0.0	8	1.3	602	100.0	10	612
Pharmacy	114	74.5	10	6.5	14	9.2	3	2.0	3	2.0	3	2.0	6	3.9	153	100.0	1	154
Other Health Sciences	559	68.4	63	7.7	112	13.7	19	2.3	8	1.0	31	3.8	25	3.1	817	100.0	8	825
Sub-total Health Sciences	2,965	66.6	332	7.5	549	12.3	153	3.4	51	1.1	219	4.9	185	4.2	4,454	100.0	41	4,495
Mathematics	926	50.4	290	15.8	160	8.7	162	8.8	41	2.2	141	7.7	116	6.3	1,836	100.0	23	1,859
Chemistry	487	53.7	98	10.8	205	22.6	36	4.0	19	2.1	38	4.2	24	2.6	907	100.0	10	917
Geology and Related	219	52.4	44	10.5	90	21.5	16	3.8	8	1.9	33	7.9	8	1.9	418	100.0	3	421
Physics	541	56.8	75	7.9	145	15.2	59	6.2	20	2.1	59	6.2	53	5.6	952	100.0	8	960
Other Mathematics and Physical Sciences	64	56.1	23	20.2	18	15.8	2	1.8	1	0.9	1	0.9	5	4.4	114	100.0	1	115
Sub-total Mathematics and Physical Sciences	2,237	52.9	530	12.5	618	14.6	275	6.5	89	2.1	272	6.4	205	4.9	4,227	100.0	45	4,272
Total	18,227	58.1	5,411	17.3	3,285	10.5	1,108	3.5	829	2.6	1,398	4.5	1,092	3.5	31,370	100.0	494	31,864
Discipline – Not Reported	179	64.4	35	12.6	33	11.9	9	3.2	5	1.8	10	3.6	7	2.5	278	100.0	25	303
Grand Total	18,406	58.2	5,446	17.2	3,318	10.5	1,117	3.5	834	2.6	1,408	4.5	1,099	3.5	31,648	100.0	519	32,167

[illegible]

Table D-3

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1972-73

Field	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	156 (61.2)	59 (23.1)	14 (5.5)	11 (4.3)	5 (2.0)	4 (1.6)	6 (2.4)	255 (100.0)	10	265
Fine and Applied Arts	46 (40.7)	41 (36.3)	13 (11.5)	1 (0.9)	2 (1.8)	8 (7.1)	2 (1.8)	113 (100.0)	21	134
Humanities	256 (57.1)	92 (20.5)	43 (9.6)	6 (1.3)	28 (6.4)	14 (3.1)	9 (2.0)	448 (100.0)	10	458
Social Sciences	440 (54.6)	190 (23.6)	74 (9.2)	29 (3.6)	24 (3.0)	21 (2.6)	28 (3.5)	806 (100.0)	21	827
Agriculture and Biological Sciences	102 (60.4)	38 (22.5)	10 (5.9)	5 (3.0)	2 (1.2)	4 (2.4)	8 (4.7)	169 (100.0)	1	170
Engineering and Applied Sciences	60 (47.6)	18 (14.3)	14 (11.1)	3 (2.4)	11 (8.7)	11 (8.7)	9 (7.1)	126 (100.0)	6	132
Health Sciences	237 (63.7)	34 (9.1)	44 (11.8)	20 (5.4)	3 (0.8)	14 (3.8)	20 (5.4)	372 (100.0)	41	413
Mathematical and Physical Sciences	144 (48.3)	68 (22.8)	29 (9.7)	12 (4.0)	14 (4.7)	19 (6.4)	12 (4.0)	298 (100.0)	5	303
Sub-total	1,441 (55.7)	540 (20.9)	241 (9.3)	87 (3.4)	89 (3.4)	95 (3.7)	94 (3.6)	2,587 (100.0)	115	2,702
Specialization Not Reported	52 (63.4)	14 (17.1)	5 (6.1)	2 (2.4)	1 (1.2)	4 (4.9)	4 (4.9)	82 (100.0)	4	86
TOTAL	1,493 (55.9)	554 (20.8)	246 (9.2)	89 (3.3)	90 (3.4)	99 (3.7)	98 (3.7)	2,669 (100.0)	119	2,788

Table D-3 (cont'd)

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1973-74

Field	Canada	United States	United Kingdom	Other Common Wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	254 (77.2)	50 (15.2)	9 (2.7)	3 (0.9)	6 (1.8)	5 (1.5)	2 (0.6)	329 (100.0)	9	338
Fine and Applied Arts	51 (44.0)	48 (41.4)	9 (7.8)	1 (0.8)	1 (0.8)	3 (2.6)	3 (2.6)	116 (100.0)	13	129
Humanities	184 (59.2)	63 (20.3)	24 (7.7)	10 (3.2)	8 (2.6)	14 (4.5)	8 (2.6)	311 (100.0)	14	325
Social Sciences	396 (58.6)	163 (24.1)	48 (7.1)	16 (2.4)	20 (3.0)	13 (1.9)	20 (3.0)	676 (100.0)	8	684
Agriculture and Biological Sciences	87 (52.1)	40 (24.0)	19 (11.4)	8 (4.8)	3 (1.8)	4 (2.4)	6 (3.6)	167 (100.0)	1	168
Engineering and Applied Sciences	64 (56.6)	13 (11.5)	10 (8.8)	11 (9.7)	2 (1.8)	7 (6.2)	6 (5.3)	113 (100.0)	3	116
Health Sciences	267 (62.5)	46 (10.8)	49 (11.5)	20 (4.7)	2 (0.5)	23 (5.4)	20 (4.7)	427 (100.0)	13	440
Mathematical and Physical Sciences	94 (42.9)	40 (18.3)	24 (11.0)	16 (7.3)	13 (5.9)	22 (10.1)	10 (4.6)	219 (100.0)	5	224
Sub-total	1,397 (59.2)	463 (19.6)	192 (8.1)	85 (3.6)	55 (2.3)	91 (3.9)	75 (3.2)	2,358 (100.0)	66	2,424
Specialization Not Reported	21 (65.6)	4 (12.5)	2 (6.2)	1 (3.1)	0 (0.0)	1 (3.1)	3 (9.4)	32 (100.0)	4	36
TOTAL	1,418 (59.3)	467 (19.5)	194 (8.1)	86 (3.6)	55 (2.3)	92 (3.8)	78 (3.3)	2,390 (100.0)	70	2,460

Table D-3 (cont'd)

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1974-75

Field	Canada	United States	United Kingdom	Other Common Wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	258 (66.3)	67 (17.2)	27 (7.0)	7 (1.8)	13 (3.3)	6 (1.5)	11 (2.8)	389 (100.0)	13	402
Fine and Applied Arts	66 (44.3)	57 (38.3)	16 (10.7)	1 (0.7)	2 (1.3)	5 (3.4)	2 (1.3)	149 (100.0)	18	167
Humanities	203 (56.6)	80 (22.3)	32 (8.9)	9 (2.5)	11 (3.1)	13 (3.6)	11 (3.1)	359 (100.0)	18	377
Social Sciences	485 (55.1)	239 (27.1)	74 (8.4)	27 (3.1)	17 (1.9)	17 (1.9)	22 (2.5)	881 (100.0)	25	906
Agriculture and Biological Sicences	110 (62.5)	39 (22.2)	8 (4.6)	7 (4.0)	5 (2.8)	2 (1.1)	5 (2.8)	176 (100.0)	0	176
Engineering and Applied Sciences	64 (49.6)	19 (14.7)	14 (10.8)	5 (3.9)	2 (1.6)	17 (13.2)	8 (6.2)	129 (100.0)	4	133
Health Sciences	270 (64.4)	50 (11.9)	48 (11.5)	9 (2.2)	3 (0.7)	13 (3.1)	26 (6.2)	419 (100.0)	23	442
Mathematical and Physical Sciences	121 (49.6)	36 (14.8)	35 (14.3)	15 (6.2)	8 (3.3)	19 (7.8)	10 (4.1)	244 (100.0)	3	247
Sub-total	1,577 (57.4)	587 (21.4)	254 (9.4)	80 (2.9)	61 (2.2)	92 (3.4)	95 (3.5)	2,746 (100.0)	104	2,850
Specialization Not Reported	15 (55.6)	7 (25.9)	1 (3.7)	1 (3.7)	1 (3.7)	0 (0.0)	2 (7.4)	27 (100.0)	18	45
TOTAL	1,592 (57.4)	594 (21.4)	255 (9.2)	81 (2.9)	62 (2.2)	92 (3.3)	97 (3.5)	2,773 (100.0)	122	2,895

Table D-3 (cont'd)

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1975-76

Field	Canada	United States	United Kingdom	Other Common Wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	223 (60.6)	92 (25.0)	19 (5.2)	12 (3.3)	12 (3.3)	7 (1.9)	3 (0.8)	368 (100.0)	14	382
Fine and Applied Arts	49 (39.2)	52 (41.6)	13 (10.4)	2 (1.5)	2 (1.6)	7 (5.6)	0 (0.0)	125 (100.0)	20	145
Humanities	197 (62.2)	69 (21.8)	26 (8.2)	1 (0.3)	10 (3.2)	9 (2.8)	5 (1.6)	317 (100.0)	16	333
Social Sciences	466 (55.0)	210 (24.8)	69 (8.2)	24 (2.8)	28 (3.3)	21 (2.5)	29 (3.4)	847 (100.0)	19	866
Agriculture and Biological Sciences	102 (59.3)	40 (23.3)	12 (7.0)	10 (5.8)	0 (0.0)	5 (2.9)	3 (1.7)	172 (100.0)	3	175
Engineering and Applied Sciences	67 (50.8)	11 (8.3)	16 (12.1)	10 (7.6)	8 (6.1)	9 (6.8)	11 (8.3)	132 (100.0)	4	136
Health Sciences	290 (68.7)	37 (8.8)	32 (7.6)	24 (5.7)	6 (1.4)	15 (3.6)	18 (4.3)	422 (100.0)	17	439
Mathematical and Physical Sciences	104 (46.6)	42 (18.8)	27 (12.1)	12 (5.4)	5 (2.2)	19 (8.5)	14 (6.3)	223 (100.0)	6	229
Sub-total	1,498 (57.5)	553 (21.2)	214 (8.2)	95 (3.7)	71 (2.7)	92 (3.5)	83 (3.2)	2,606 (100.0)	95	2,705
Specialization Not Reported	17 (54.8)	5 (16.1)	4 (12.9)	1 (3.2)	0 (0.0)	3 (9.7)	1 (3.2)	31 (100.0)	17	48
TOTAL	1,515 (57.4)	558 (21.2)	218 (8.3)	96 (3.6)	71 (2.7)	95 (3.6)	84 (3.2)	2,637 (100.0)	116	2,753

Table D-3 (cont'd)

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1976-77

Field	Canada	United States	United Kingdom	Other Commonwealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	193 (65.6)	61 (20.8)	14 (4.8)	8 (2.7)	6 (2.0)	8 (2.7)	4 (1.4)	294 (100.0)	10	304
Fine and Applied Arts	58 (47.9)	43 (35.5)	15 (12.4)	0 (0.0)	2 (1.7)	2 (1.7)	1 (0.8)	121 (100.0)	20	141
Humanities	210 (63.1)	65 (19.5)	23 (6.9)	3 (0.9)	8 (2.4)	15 (4.5)	9 (2.7)	333 (100.0)	18	351
Social Sciences	469 (56.0)	183 (21.9)	74 (8.8)	27 (3.2)	25 (3.0)	15 (1.8)	44 (5.3)	837 (100.0)	23	860
Agriculture and Biological Sciences	80 (55.6)	34 (23.6)	9 (6.2)	7 (4.9)	4 (2.8)	5 (3.5)	5 (3.5)	144 (100.0)	1	145
Engineering and Applied Sciences	58 (43.9)	10 (7.6)	16 (12.1)	12 (9.1)	8 (6.1)	12 (9.1)	16 (12.1)	132 (100.0)	6	138
Health Sciences	243 (63.4)	45 (11.8)	46 (12.0)	20 (5.2)	4 (1.0)	14 (3.7)	11 (2.9)	383 (100.0)	14	397
Mathematical and Physical Sciences	115 (46.0)	33 (13.2)	26 (10.4)	26 (10.4)	7 (2.8)	21 (8.4)	22 (8.8)	250 (100.0)	4	254
Sub-total	1,426 (57.2)	474 (19.1)	223 (8.9)	103 (4.1)	64 (2.6)	92 (3.7)	112 (4.5)	2,494 (100.0)	96	2,590
Specialization Not Reported	13 (81.3)	2 (12.5)	1 (6.2)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	16 (100.0)	53	69
TOTAL	1,439 (57.3)	476 (19.0)	224 (8.9)	103 (4.1)	64 (2.6)	92 (3.7)	112 (4.5)	2,510 (100.0)	149	2,659

Table D-3 (cont'd)

Geographic Area of First Degree of Newly Appointed Full-time University Teachers by Teaching Field, 1977- 78

Field	Canada	United States	United Kingdom	Other Common Wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
Education	169 (68.7)	49 (19.9)	7 (2.9)	6 (2.4)	4 (1.6)	5 (2.0)	6 (2.4)	246 (100.0)	13	259
Fine and Applied Arts	61 (44.9)	44 (32.4)	13 (9.6)	3 (2.2)	1 (0.7)	10 (7.4)	4 (2.9)	136 (100.0)	19	155
Humanities	188 (56.5)	70 (21.0)	21 (6.3)	1 (0.3)	19 (5.7)	17 (5.1)	17 (5.1)	333 (100.0)	10	343
Social Sciences	488 (58.5)	161 (19.3)	79 (9.5)	28 (3.4)	23 (2.8)	17 (2.0)	38 (4.6)	834 (100.0)	28	862
Agriculture and Biological Sciences	80 (55.6)	29 (20.1)	15 (10.4)	5 (3.5)	2 (1.4)	9 (6.2)	4 (2.8)	144 (100.0)	5	149
Engineering and Applied Sciences	77 (53.1)	21 (14.5)	10 (6.9)	14 (9.7)	6 (4.1)	8 (5.5)	9 (6.2)	145 (100.0)	6	151
Health Sciences	274 (68.7)	33 (8.3)	49 (12.3)	10 (2.5)	3 (0.8)	14 (3.5)	16 (4.0)	399 (100.0)	8	407
Mathematical and Physical Sciences	118 (55.7)	24 (11.3)	21 (9.9)	16 (7.6)	9 (4.2)	11 (5.2)	13 (6.1)	212 (100.0)	9	221
Sub-total	1,455 (59.4)	431 (17.6)	215 (8.8)	83 (3.4)	67 (2.7)	91 (3.7)	107 (4.4)	2,449 (100.0)	98	2,547
Specialization Not Reported	14 (53.8)	6 (23.1)	3 (11.5)	1 (3.9)	2 (7.7)	0 (0.0)	0 (0.0)	26 (100.0)	12	38
TOTAL	1,469 (59.4)	437 (17.7)	218 (8.8)	84 (3.4)	69 (2.8)	91 (3.7)	107 (4.3)	2,475 (100.0)	110	2,585

Table D-4

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in All Fields, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	1,441 (55.7)	540 (20.9)	241 (9.3)	87 (3.4)	89 (3.4)	95 (3.7)	94 (3.6)	2,587 (100.0)	115	2,702
1973-74	1,397 (59.2)	463 (19.6)	192 (8.1)	85 (3.6)	55 (2.3)	91 (3.9)	75 (3.2)	2,358 (100.0)	66	2,424
1974-75	1,577 (57.4)	587 (21.4)	254 (9.2)	80 (2.9)	61 (2.2)	92 (3.4)	95 (3.5)	2,746 (100.0)	104	2,850
1975-76	1,498 (57.5)	553 (21.2)	214 (8.2)	95 (3.6)	71 (2.7)	92 (3.5)	83 (3.2)	2,606 (100.0)	95	2,705
1976-77	1,426 (57.2)	474 (19.0)	223 (8.9)	103 (4.1)	64 (2.6)	92 (3.7)	112 (4.5)	2,494 (100.0)	96	2,590
1977-78	1,455 (59.4)	431 (17.6)	215 (8.8)	83 (3.4)	67 (2.7)	91 (3.7)	107 (4.4)	2,449 (100.0)	98	2,547
Six Year Total	8,794 (57.7)	3,048 (20.0)	1,339 (8.8)	533 (3.5)	407 (2.7)	553 (3.6)	566 (3.7)	15,237 (100.0)	577	15,818

Table D-5

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Education, 1972-1973 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	156 (61.2)	59 (23.1)	14 (5.5)	11 (4.3)	5 (2.0)	4 (1.6)	6 (2.3)	255 (100.0)	10	265
1973-74	254 (77.2)	50 (15.2)	9 (2.8)	3 (0.9)	6 (1.8)	5 (1.6)	2 (0.6)	329 (100.0)	9	338
1974-75	258 (66.3)	67 (17.2)	27 (6.9)	7 (1.8)	13 (3.3)	6 (1.5)	11 (2.8)	389 (100.0)	13	402
1975-76	223 (60.0)	92 (25.0)	19 (5.2)	12 (3.3)	12 (3.3)	7 (1.9)	3 (0.8)	368 (100.0)	14	382
1976-77	193 (65.6)	61 (20.8)	14 (4.8)	8 (2.7)	6 (2.0)	8 (2.7)	4 (1.4)	294 (100.0)	10	304
1977-78	169 (68.7)	49 (19.9)	7 (2.9)	6 (2.4)	4 (1.6)	5 (2.0)	6 (2.4)	246 (100.0)	13	259
Six Year Total	1,253 (66.6)	378 (20.1)	90 (4.8)	47 (2.5)	46 (2.4)	35 (1.9)	32 (1.7)	1,881 (100.0)	69	1,950

Table D-6

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Fine and Applied Arts, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	46 (40.7)	41 (36.3)	13 (11.5)	1 (0.9)	2 (1.8)	8 (7.1)	2 (1.8)	113 (100.0)	21	134
1973-74	51 (44.0)	48 (41.4)	9 (7.8)	1 (0.8)	1 (0.8)	3 (2.6)	3 (2.6)	116 (100.0)	13	129
1974-75	66 (44.3)	57 (38.3)	16 (10.7)	1 (0.7)	2 (1.3)	5 (3.4)	2 (1.3)	149 (100.0)	18	167
1975-76	49 (39.2)	52 (41.6)	13 (10.4)	2 (1.6)	2 (1.6)	7 (5.6)	0 (0.0)	125 (100.0)	20	145
1976-77	58 (47.9)	43 (35.5)	15 (12.4)	0 (0.0)	2 (1.7)	2 (1.7)	1 (0.8)	121 (100.0)	20	141
1977-78	61 (44.9)	44 (32.4)	13 (9.6)	3 (2.2)	1 (0.7)	10 (7.4)	4 (2.9)	136 (100.0)	19	155
Six Year Total	331 (43.6)	285 (37.5)	79 (10.4)	8 (1.1)	10 (1.3)	35 (4.6)	12 (1.6)	760 (100.0)	111	871

Table D-7

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Humanities, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	256 (57.1)	92 (20.5)	43 (9.6)	6 (1.3)	28 (6.3)	14 (3.1)	9 (2.0)	448 (100.0)	10	458
1973-74	184 (59.2)	63 (20.3)	24 (7.7)	10 (3.2)	8 (2.6)	14 (4.5)	8 (2.6)	311 (100.0)	14	325
1974-75	203 (56.6)	80 (22.3)	32 (8.9)	9 (2.5)	11 (3.1)	13 (3.6)	11 (3.1)	359 (100.0)	18	377
1975-76	197 (62.2)	69 (21.8)	26 (8.2)	1 (0.3)	10 (3.2)	9 (2.8)	5 (1.6)	317 (100.0)	16	333
1976-77	210 (63.1)	65 (19.5)	23 (6.9)	3 (0.9)	8 (2.4)	15 (4.5)	9 (2.7)	333 (100.0)	18	351
1977-78	188 (56.5)	70 (21.0)	21 (6.3)	1 (0.3)	19 (5.7)	17 (5.1)	17 (5.1)	333 (100.0)	10	343
Six Year Total	1,238 (58.9)	439 (20.9)	169 (8.0)	30 (1.4)	84 (4.0)	82 (3.9)	59 (2.8)	2,101 (100.0)	86	2,187

Table D-8

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Social Sciences, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	440 (54.6)	190 (23.6)	74 (9.2)	29 (3.6)	24 (3.0)	21 (2.6)	28 (3.5)	806 (100.0)	21	827
1973-74	396 (58.6)	163 (24.1)	48 (7.1)	16 (2.4)	20 (3.0)	13 (1.9)	20 (3.0)	676 (100.0)	8	684
1974-75	485 (55.1)	239 (27.1)	74 (8.4)	27 (3.1)	17 (1.9)	17 (1.9)	22 (2.5)	881 (100.0)	25	906
1975-76	466 (55.0)	210 (24.8)	69 (8.2)	24 (2.8)	28 (3.3)	21 (2.5)	29 (3.4)	847 (100.0)	19	866
1976-77	469 (56.0)	183 (21.9)	74 (8.8)	27 (3.2)	25 (3.0)	15 (1.8)	44 (5.3)	837 (100.0)	23	860
1977-78	488 (58.5)	161 (19.3)	79 (9.5)	28 (3.4)	23 (2.8)	17 (2.0)	38 (4.6)	834 (100.0)	28	862
Six Year Total	2,744 (56.2)	1,146 (23.5)	418 (8.6)	151 (3.1)	137 (2.8)	104 (2.1)	781 (3.7)	4,881 (100.0)	124	5,005

Table D-9

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Agriculture and Biological Sciences, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	102 (60.4)	38 (22.5)	10 (5.9)	5 (3.0)	2 (1.2)	4 (2.4)	8 (4.7)	169 (100.0)	1	170
1973-74	87 (52.1)	40 (24.0)	19 (11.4)	8 (4.8)	3 (1.8)	4 (2.4)	6 (3.6)	167 (100.0)	1	168
1974-75	110 (62.5)	39 (22.2)	8 (4.6)	7 (4.0)	5 (2.8)	2 (1.1)	5 (2.8)	176 (100.0)	0	176
1975-76	102 (59.3)	40 (23.3)	12 (7.0)	10 (5.8)	0 (0.0)	5 (2.9)	3 (1.7)	172 (100.0)	3	175
1976-77	80 (55.6)	34 (23.6)	9 (6.2)	7 (4.9)	4 (2.8)	5 (3.5)	5 (3.5)	144 (100.0)	1	145
1977-78	80 (55.6)	29 (20.1)	15 (10.4)	5 (3.5)	2 (1.4)	9 (6.2)	4 (2.8)	144 (100.0)	5	149
Six Year Total	561 (57.7)	220 (22.6)	73 (7.5)	42 (4.3)	16 (1.6)	29 (3.0)	31 (3.2)	972 (100.0)	11	983

Table D-10

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Engineering and Applied Sciences, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	60 (47.6)	18 (14.3)	14 (11.1)	3 (2.4)	11 (8.7)	11 (8.7)	9 (7.1)	126 (100.0)	6	132
1973-74	64 (56.6)	13 (11.5)	10 (8.9)	11 (9.7)	2 (1.8)	7 (6.2)	6 (5.3)	113 (100.0)	3	116
1974-75	64 (49.6)	19 (14.7)	14 (10.8)	5 (3.9)	2 (1.6)	17 (13.2)	8 (6.2)	129 (100.0)	4	133
1975-76	67 (50.8)	11 (8.3)	16 (12.1)	10 (7.6)	8 (6.1)	9 (6.8)	11 (8.3)	132 (100.0)	4	136
1976-77	58 (43.9)	10 (7.6)	16 (12.1)	12 (9.1)	8 (6.1)	12 (9.1)	16 (12.1)	132 (100.0)	6	138
1977-78	77 (53.1)	21 (14.5)	10 (6.9)	14 (9.7)	6 (4.1)	8 (5.5)	9 (6.2)	145 (100.0)	6	151
Six Year Total	290 (50.2)	92 (11.8)	80 (10.3)	55 (7.1)	37 (4.8)	64 (8.2)	59 (7.6)	777 (100.0)	29	806

Table D-11

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Health Sciences, 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	237 (63.7)	34 (9.1)	44 (11.8)	20 (5.4)	3 (0.8)	14 (3.8)	20 (5.4)	372 (100.0)	41	413
1973-74	267 (62.5)	46 (10.8)	49 (11.5)	20 (4.7)	2 (0.5)	23 (5.4)	20 (4.7)	427 (100.0)	13	440
1974-75	270 (64.4)	50 (11.9)	48 (11.5)	9 (2.2)	3 (0.7)	13 (3.1)	26 (6.2)	419 (100.0)	23	442
1975-76	290 (68.7)	37 (8.8)	32 (7.6)	24 (5.7)	6 (1.4)	15 (3.6)	18 (4.3)	422 (100.0)	17	439
1976-77	243 (63.4)	45 (11.8)	46 (12.0)	20 (5.2)	4 (1.0)	14 (3.7)	11 (2.9)	383 (100.0)	14	397
1977-78	274 (68.7)	33 (8.3)	49 (12.3)	10 (2.5)	3 (0.8)	14 (3.5)	16 (4.0)	399 (100.0)	8	407
Six Year Total	1,581 (65.3)	245 (10.1)	268 (11.1)	103 (4.2)	21 (0.9)	93 (3.8)	111 (4.6)	2,422 (100.0)	116	2,538

Table D-12

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Mathematics and Physical **Sciences** , 1972-73 to 1977-78

Year	Canada	United States	United Kingdom	Other Common-wealth	France/ Belgium	Other Europe	Other	Sub-total	Not Reported	Total
1972-73	144 (48.3)	68 (22.8)	29 (9.7)	12 (4.0)	14 (4.7)	19 (6.4)	12 (4.0)	298 (100.0)	5	303
1973-74	93 (42.9)	40 (18.3)	24 (11.0)	16 (7.3)	13 (5.9)	22 (10.1)	10 (4.6)	219 (100.0)	5	224
1974-75	121 (49.6)	36 (14.8)	35 (14.3)	15 (6.2)	8 (3.3)	19 (7.8)	10 (4.1)	244 (100.0)	3	247
1975-76	104 (46.6)	42 (18.8)	27 (12.1)	12 (5.4)	5 (2.2)	19 (8.5)	14 (6.3)	223 (100.0)	6	229
1976-77	115 (46.0)	33 (13.2)	26 (10.4)	26 (10.4)	7 (2.8)	21 (8.4)	22 (8.8)	250 (100.0)	4	254
1977-78	118 (55.7)	24 (11.3)	21 (9.9)	16 (7.6)	9 (4.2)	11 (5.2)	13 (6.1)	212 (100.0)	9	221
Six Year Total	696 (48.1)	243 (16.8)	162 (11.2)	97 (6.7)	56 (3.9)	111 (7.7)	81 (5.6)	1,446 (100.0)	32	1,478

Table D-13

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Physical Education, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	41 59.4	18 26.1	4 5.8	3 4.4	1 1.4	1 1.4	1 1.4	69 100.0	4	73
1973-74	55 72.4	16 21.1	3 4.0	0 0.0	1 1.3	1 1.3	0 0.0	76 100.0	3	79
1974-75	55 64.7	15 17.6	5 5.9	1 1.2	3 3.5	4 4.7	2 2.4	85 100.0	4	89
1975-76	56 66.7	18 21.4	2 2.4	2 2.4	2 2.4	3 3.6	1 1.2	84 100.0	2	86
1976-77	55 67.9	16 19.8	4 4.9	1 1.2	2 2.5	2 2.5	1 1.2	81 100.0	2	83
1977-78	53 73.6	11 15.3	3 4.2	1 1.4	1 1.4	2 2.8	1 1.4	72 100.0	0	72
Six Year Total	315 67.4	94 20.1	21 4.5	8 1.7	10 2.1	13 2.8	6 1.3	467 100.0	15	482

Table D-14

Geographic Area of First Degree of Newly Appointed Full-time University Teachers in Education, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	115 61.8	41 22.0	10 5.4	8 4.3	4 2.2	3 1.6	5 2.7	186 100.0	6	192
1973-74	199 78.7	34 13.4	6 2.4	3 1.2	5 2.0	4 1.6	2 0.8	253 100.0	6	259
1974-75	203 66.8	52 17.1	22 7.2	6 2.0	10 3.3	2 0.7	9 3.0	304 100.0	9	313
1975-76	167 58.8	74 26.1	17 6.0	10 3.5	10 3.5	4 1.4	2 0.7	284 100.0	12	296
1976-77	138 64.8	45 21.1	10 4.7	7 3.3	4 1.9	6 2.8	3 1.4	213 100.0	8	221
1977-78	116 66.7	38 21.8	4 2.3	5 2.9	3 1.7	3 1.7	5 2.9	174 100.0	13	187
Six Year Total	938 66.3	284 20.1	69 4.9	39 2.8	36 2.6	22 1.6	26 1.8	1,414 100.0	54	1,468

Table D-15

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Music, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	15 36.6	15 36.6	4 9.8	1 2.4	1 2.4	5 12.2	0 0.0	41 100.0	6	47
1973-74	19 45.2	14 33.3	4 9.5	1 2.4	0 0.0	1 2.4	3 7.1	42 100.0	2	44
1974-75	21 42.9	23 46.9	3 6.1	0 0.0	0 0.0	2 4.1	0 0.0	49 100.0	6	55
1975-76	16 40.0	19 47.5	2 5.0	1 2.5	0 0.0	2 5.0	0 0.0	40 100.0	6	46
1976-77	19 48.7	17 43.6	1 2.6	0 0.0	1 2.6	1 2.6	0 0.0	39 100.0	10	49
1977-78	24 47.1	18 35.3	2 3.9	1 2.0	0 0.0	4 7.8	2 3.9	51 100.0	10	61
Six Year Total	114 43.5	106 40.5	16 6.1	4 1.5	2 0.8	15 5.7	5 1.9	262 100.0	40	302

Table D-16

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Fine and Applied Arts, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	31	26	9	0	1	3	2	72	15	87
	43.0	36.1	12.5	0.0	1.4	4.2	2.8	100.0		
1973-74	32	34	5	0	1	2	0	74	11	85
	43.2	45.9	6.8	0.0	1.4	2.7	0.0	100.0		
1974-75	45	34	13	1	2	3	2	100	12	112
	45.0	34.0	13.0	1.0	2.0	3.0	2.0	100.0		
1975-76	33	33	11	1	2	5	0	85	14	99
	38.8	38.8	12.9	1.2	2.4	5.9	0.0	100.0		
1976-77	39	26	14	0	1	1	1	82	10	92
	47.6	31.7	17.1	0.0	1.2	1.2	1.2	100.0		
1977-78	37	26	11	2	1	6	2	85	9	94
	43.5	30.6	12.9	2.4	1.2	7.1	2.4	100.0		
Six Year Total	217	179	63	4	8	20	7	498	71	569
	43.6	35.9	12.6	0.8	1.6	4.0	1.4	100.0		

Table D-17

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Classics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	6	3	1	0	0	1	0	11	1	12
	54.6	27.3	9.1	0.0	0.0	9.1	0.0	100.0		
1973-74	5	0	2	0	0	1	1	9	0	9
	55.6	0.0	22.2	0.0	0.0	11.1	11.1	100.0		
1974-75	3	4	1	0	0	1	0	9	1	10
	33.3	44.4	11.1	0.0	0.0	11.1	0.0	100.0		
1975-76	3	4	3	0	0	0	1	11	0	11
	27.3	36.4	27.3	0.0	0.0	0.0	9.1	100.0		
1976-77	5	4	3	0	0	0	1	13	0	13
	38.5	30.8	23.1	0.0	0.0	0.0	7.7	100.0		
1977-78	7	2	0	0	0	1	0	10	1	11
	70.0	20.0	0.0	0.0	0.0	10.0	0.0	100.0		
Six Year Total	29	17	10	0	0	4	3	63	3	66
	46.0	27.0	15.9	0.0	0.0	6.4	4.8	100.0		

Table D-18

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in History, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	56	11	7	0	2	1	1	78	0	78
	71.8	14.1	9.0	0.0	2.6	1.3	1.3	100.0		
1973-74	32	8	1	2	0	0	0	43	1	44
	74.4	18.6	2.3	4.6	0.0	0.0	0.0	100.0		
1974-75	45	17	1	2	1	0	3	69	2	71
	65.2	24.6	1.4	2.9	1.4	0.0	4.4	100.0		
1975-76	41	13	5	0	0	1	1	61	2	63
	67.2	21.3	8.2	0.0	0.0	1.6	1.6	100.0		
1976-77	63	5	5	0	0	0	0	73	3	76
	86.3	6.8	6.8	0.0	0.0	0.0	0.0	100.0		
1977-78	26	14	5	0	2	1	3	51	1	52
	51.0	27.4	9.8	0.0	3.9	2.0	5.9	100.0		
Six Year Total	263	68	24	4	5	3	8	375	9	384
	70.1	18.1	6.4	1.1	1.3	0.8	2.1	100.0		

Table D-19

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Library and Records Science, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	10	3	0	0	0	0	0	13	0	13
	76.9	23.1	0.0	0.0	0.0	0.0	0.0	100.0		
1973-74	9	0	1	3	0	0	0	13	1	14
	69.2	0.0	7.7	23.1	0.0	0.0	0.0	100.0		
1974-75	8	3	1	0	0	0	0	12	0	12
	66.7	25.0	8.3	0.0	0.0	0.0	0.0	100.0		
1975-76	2	2	2	1	0	0	0	7	0	7
	28.6	28.6	28.6	14.3	0.0	0.0	0.0	100.0		
1976-77	4	1	0	0	0	0	0	5	0	5
	80.0	20.0	0.0	0.0	0.0	0.0	0.0	100.0		
1977-78	6	1	0	0	0	1	0	8	0	8
	75.0	12.5	0.0	0.0	0.0	12.5	0.0	100.0		
Six Year Total	39	10	4	4	0	1	0	58	1	59
	67.2	17.2	6.9	6.9	0.0	1.7	0.0	100.0		

Table D-20

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Mass Media Studies, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	8 61.5	5 38.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	13 100.0	0	13
1973-74	9 69.2	2 15.4	1 7.7	0 0.0	0 0.0	1 7.7	0 0.0	13 100.0	0	13
1974-75	5 55.6	2 22.2	1 11.1	0 0.0	1 11.1	0 0.0	0 0.0	9 100.0	4	13
1975-76	10 58.8	5 29.4	1 5.9	0 0.0	1 5.9	0 0.0	0 0.0	17 100.0	5	22
1976-77	9 52.9	7 41.2	1 5.9	0 0.0	0 0.0	0 0.0	0 0.0	17 100.0	6	23
1977-78	10 71.4	3 21.4	0 0.0	0 0.0	1 7.1	0 0.0	0 0.0	14 100.0	2	16
Six Year Total	51 61.4	24 28.9	4 4.8	0 0.0	3 3.6	1 1.2	0 0.0	83 100.0	17	100

Table D-21

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in English, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	56 61.5	18 19.8	11 12.1	4 4.4	1 1.1	0 0.0	1 1.1	91 100.0	1	92
1973-74	4.6 59.0	17 21.8	8 19.3	4 5.1	1 1.3	1 1.3	1 1.3	78 100.0	0	78
1974-75	41 56.9	14 19.4	12 16.7	3 4.2	0 0.0	1 1.4	1 1.4	72 100.0	1	73
1975-76	41 69.5	12 20.3	5 8.5	0 0.0	0 0.0	1 1.7	0 0.0	59 100.0	2	61
1976-77	52 72.2	14 19.4	4 5.6	1 1.4	0 0.0	1 1.4	0 0.0	72 100.0	1	73
1977-78	59 69.4	18 21.2	6 7.1	0 0.0	1 1.2	1 1.2	0 0.0	85 100.0	2	87
Six Year Total	295 64.6	93 20.4	46 10.1	12 2.6	3 0.7	5 1.1	3 0.7	457 100.0	7	464

Table D-22

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in French, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	37	3	8	1	13	2	0	64	4	68
	57.8	4.7	12.5	1.6	20.3	3.1	0.0	100.0		
1973-74	22	4	3	1	5	2	1	38	4	42
	57.9	10.5	7.9	2.6	13.2	5.3	2.6	100.0		
1974-75	36	3	1	2	6	0	0	48	2	50
	75.0	6.2	2.1	4.2	12.5	0.0	0.0	100.0		
1975-76	31	2	0	0	3	1	0	37	2	39
	83.8	5.4	0.0	0.0	8.1	2.7	0.0	100.0		
1976-77	26	2	1	0	2	1	2	34	3	37
	76.5	5.9	2.9	0.0	5.9	2.9	5.9	100.0		
1977-78	25	5	1	0	4	1	1	37	0	37
	67.6	13.5	2.7	0.0	10.8	2.7	2.7	100.0		
Six Year Total	177	19	14	4	33	7	4	258	15	273
	68.6	7.4	5.4	1.6	12.8	2.7	1.6	100.0		

Table D-23

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in German, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	6	7	1	0	0	4	0	18	1	19
	33.3	38.9	5.6	0.0	0.0	22.2	0.0	100.0		
1973-74	7	2	0	0	0	3	0	12	1	13
	58.3	16.7	0.0	0.0	0.0	25.0	0.0	100.0		
1974-75	7	3	2	0	0	5	0	17	0	17
	41.2	17.7	11.8	0.0	0.0	29.4	0.0	100.0		
1975-76	3	0	3	0	0	1	0	7	1	8
	42.9	0.0	42.9	0.0	0.0	14.3	0.0	100.0		
1976-77	5	2	0	0	0	2	0	9	2	11
	55.6	22.2	0.0	0.0	0.0	22.2	0.0	100.0		
1977-78	2	1	0	0	0	2	1	6	1	7
	33.3	16.7	0.0	0.0	0.0	33.3	16.7	100.0		
Six Year Total	30	15	6	0	0	17	1	69	6	75
	43.5	21.7	8.7	0.0	0.0	24.6	1.4	100.0		

Table D-24

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Spanish, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	1	2	1	0	2	1	0	7	0	7
	14.3	28.6	14.3	0.0	28.6	14.3	0.0	100.0		
1973-74	1	3	0	0	0	0	1	5	1	6
	20.0	60.0	0.0	0.0	0.0	0.0	20.0	100.0		
1974-75	4	2	1	0	0	1	1	9	0	9
	44.4	22.2	11.1	0.0	0.0	11.1	11.1	100.0		
1975-76	1	0	2	0	0	1	1	5	1	6
	20.0	0.0	40.0	0.0	0.0	20.0	20.0	100.0		
1976-77	2	0	1	0	0	2	1	6	0	6
	33.3	0.0	16.7	0.0	0.0	33.3	16.7	100.0		
1977-78	4	0	0	0	0	1	1	6	0	6
	66.7	0.0	0.0	0.0	0.0	16.7	16.7	100.0		
Six Year Total	13	7	5	0	2	6	5	38	2	40
	34.2	18.4	13.2	0.0	5.3	15.8	13.2	100.0		

Table D-25

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Philosophy, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	20	15	7	0	0	1	2	45	1	46
	44.4	33.3	15.6	0.0	0.0	2.2	4.4	100.0		
1973-74	21	14	4	0	1	2	1	43	2	45
	48.8	32.6	9.3	0.0	2.3	4.6	2.3	100.0		
1974-75	15	17	3	2	0	0	0	37	1	38
	40.5	46.0	8.1	5.4	0.0	0.0	0.0	100.0		
1975-76	17	14	0	0	1	1	0	33	0	33
	51.5	42.4	0.0	0.0	3.0	3.0	0.0	100.0		
1976-77	13	10	4	2	0	0	1	30	2	32
	43.3	33.3	13.3	6.7	0.0	0.0	3.3	100.0		
1977-78	13	10	4	0	2	1	2	32	0	32
	40.6	31.2	12.5	0.0	6.3	3.1	6.3	100.0		
Six Year Total	99	80	22	4	4	5	6	220	6	226
	45.0	36.4	10.0	1.8	1.8	2.3	2.7	100.0		

Table D-26

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Religious Studies, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	24	8	4	1	2	3	0	42	0	42
	57.1	19.1	9.5	2.4	4.8	7.1	0.0	100.0		
1973-74	15	6	1	0	0	2	0	24	0	24
	62.5	25.0	4.2	0.0	0.0	8.3	0.0	100.0		
1974-75	19	8	6	0	0	4	1	38	3	41
	50.0	21.0	15.8	0.0	0.0	10.5	2.6	100.0		
1975-76	25	10	0	0	0	0	0	35	0	35
	71.4	28.6	0.0	0.0	0.0	0.0	0.0	100.0		
1976-77	19	15	2	0	0	1	1	38	1	39
	50.0	39.5	5.3	0.0	0.0	2.6	2.6	100.0		
1977-78	16	7	1	1	2	3	2	32	0	32
	50.0	21.9	3.1	3.1	6.3	9.4	6.3	100.0		
Six Year Total	118	54	14	2	4	13	4	209	4	213
	56.5	25.8	6.7	1.0	1.9	6.2	1.9	100.0		

Table D-27

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Anthropology and Archaeology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	19	22	5	1	0	0	1	48	3	51
	39.6	45.8	10.4	2.1	0.0	0.0	2.1	100.0		
1973-74	8	17	0	0	1	0	0	26	1	27
	30.7	65.4	0.0	0.0	3.8	0.0	0.0	100.0		
1974-75	16	15	4	0	1	0	1	37	2	39
	43.2	40.5	10.8	0.0	2.7	0.0	2.7	100.0		
1975-76	23	18	0	0	2	0	0	43	2	45
	53.5	41.9	0.0	0.0	4.6	0.0	0.0	100.0		
1976-77	18	20	1	0	0	0	2	41	2	43
	43.9	48.8	2.4	0.0	0.0	0.0	4.9	100.0		
1977-78	15	22	2	2	0	2	0	43	0	43
	34.9	51.2	4.6	4.6	0.0	4.6	0.0	100.0		
Six Year Total	99	114	12	3	4	2	4	238	10	248
	41.6	47.9	5.1	1.3	1.7	0.8	1.7	100.0		

Table D-28

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Commerce and Business Administration, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	78	34	6	3	3	3	9	136	2	138
	57.4	25.0	4.4	2.2	2.2	2.2	6.6	100.0		
1973-74	96	42	3	2	6	3	4	156	1	157
	61.5	26.9	1.9	1.3	3.8	1.9	2.6	100.0		
1974-75	124	44	12	9	2	2	7	200	9	209
	62.0	22.0	6.0	4.5	1.0	1.0	3.5	100.0		
1975-76	102	49	8	8	9	2	10	188	5	193
	54.3	26.1	4.3	4.3	4.8	1.0	5.3	100.0		
1976-77	109	40	19	9	10	2	17	206	4	210
	52.9	19.4	9.2	4.4	4.8	1.0	8.3	100.0		
1977-78	121	31	16	7	8	5	9	197	10	207
	61.4	15.7	8.1	3.6	4.1	2.5	4.6	100.0		
Six Year Total	630	240	64	38	38	17	56	1,083	31	1,114
	58.2	22.2	5.9	3.5	3.5	1.6	5.2	100.0		

Table D-29

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Economics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	60	25	9	2	2	6	4	108	3	111
	55.6	23.2	8.3	1.8	1.8	5.6	3.7	100.0		
1973-74	45	13	6	2	1	2	2	71	0	71
	63.4	18.3	8.4	2.8	1.4	2.8	2.8	100.0		
1974-75	59	36	9	2	4	6	2	118	4	122
	50.0	30.5	7.6	1.7	3.4	5.1	1.7	100.0		
1975-76	45	17	9	6	1	5	3	86	0	86
	52.3	20.0	10.4	7.0	1.1	5.8	3.5	100.0		
1976-77	43	12	11	4	4	1	6	81	3	84
	53.1	14.8	13.6	4.9	4.9	1.2	7.4	100.0		
1977-78	49	14	16	8	3	2	9	101	2	103
	48.5	13.8	15.8	7.9	3.0	2.0	8.9	100.0		
Six Year Total	301	117	60	24	15	22	26	565	12	577
	53.3	20.7	10.6	4.2	2.6	3.9	4.6	100.0		

Table D-30

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Geography, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	23	8	15	3	5	2	3	59	2	61
	39.0	13.6	25.4	5.1	8.5	3.4	5.1	100.0		
1973-74	20	4	16	3	2	0	2	47	0	47
	42.6	8.5	34.0	6.4	4.3	0.0	4.3	100.0		
1974-75	23	12	13	2	1	4	2	57	5	62
	40.4	21.0	22.8	3.5	1.8	7.0	3.5	100.0		
1975-76	17	8	15	3	4	3	1	51	2	53
	33.3	15.7	29.4	5.9	7.8	5.9	2.0	100.0		
1976-77	31	9	15	3	3	2	6	69	1	70
	44.9	13.0	21.7	4.4	4.4	2.9	8.7	100.0		
1977-78	23	7	11	1	1	3	3	49	4	53
	46.9	14.3	22.5	2.0	2.0	6.1	6.1	100.0		
Six Year Total	137	48	85	15	16	14	17	332	14	346
	41.3	14.5	25.6	4.5	4.8	4.2	5.1	100.0		

Table D-31

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Law, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	55	1	14	10	6	3	3	92	1	93
	59.8	1.1	15.2	10.9	6.5	3.3	3.3	100.0		
1973-74	36	3	8	5	0	1	1	54	0	54
	66.7	5.6	14.8	9.3	0.0	1.8	1.8	100.0		
1974-75	51	12	14	9	3	0	2	91	0	91
	56.0	13.2	15.4	9.9	3.3	0.0	2.2	100.0		
1975-76	40	4	17	3	0	1	3	68	0	68
	58.8	5.9	25.0	4.4	0.0	1.5	4.4	100.0		
1976-77	52	11	10	6	0	3	1	83	3	86
	62.6	13.2	12.1	7.2	0.0	3.6	1.2	100.0		
1977-78	44	4	14	4	1	1	2	70	2	72
	62.9	5.7	20.0	5.7	1.4	1.4	2.9	100.0		
Six Year Total	278	35	77	37	10	9	12	458	6	464
	60.7	7.6	16.8	8.1	2.2	2.0	2.6	100.0		

Table D-32

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Political Science, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	44 62.9	15 21.4	6 8.6	1 1.4	2 2.9	1 1.4	1 1.4	70 100.0	1	71
1973-74	28 62.2	13 28.9	3 6.7	0 0.0	0 0.0	0 0.0	1 2.2	45 100.0	0	45
1974-75	48 63.2	16 21.0	6 7.9	1 1.3	2 2.6	0 0.0	3 4.0	76 100.0	0	76
1975-76	40 58.8	13 19.1	5 7.4	0 0.0	6 8.8	2 2.9	2 2.9	68 100.0	0	68
1976-77	38 77.6	6 12.2	3 6.1	1 2.0	1 2.0	0 0.0	0 0.0	49 100.0	2	51
1977-78	49 70.0	11 15.7	3 4.3	2 2.9	2 2.9	1 1.4	2 2.9	70 100.0	2	72
Six Year Total	247 65.3	74 19.6	26 6.9	5 1.3	13 3.4	4 1.1	9 2.4	378 100.0	5	383

Table D-33

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Psychology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	63	44	7	4	4	2	5	129	6	135
	48.8	34.1	5.4	3.1	3.1	1.6	3.9	100.0		
1973-74	65	25	2	0	0	3	2	97	1	98
	67.0	25.8	2.1	0.0	0.0	3.1	2.1	100.0		
1974-75	65	40	4	0	1	0	0	110	3	113
	59.1	36.4	3.6	0.0	0.9	0.0	0.0	100.0		
1975-76	60	57	4	3	1	2	4	131	4	135
	45.8	43.5	3.1	2.3	0.8	1.5	3.0	100.0		
1976-77	68	40	6	1	2	1	1	119	3	122
	57.1	33.6	5.1	0.8	1.7	0.8	0.8	100.0		
1977-78	83	29	6	3	3	0	2	126	3	129
	65.9	23.0	4.8	2.4	2.4	0.0	1.6	100.0		
Six Year Total	404	235	29	11	11	8	14	712	20	732
	56.7	33.0	4.1	1.5	1.5	1.1	2.0	100.0		

Table D-34

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Social Work, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	18	8	0	1	0	0	0	27	0	27
	66.7	29.6	0.0	3.7	0.0	0.0	0.0	100.0		
1973-74	24	12	3	1	1	1	1	43	2	45
	55.8	27.9	7.0	2.3	2.3	2.3	2.3	100.0		
1974-75	27	13	3	2	0	0	0	45	0	45
	60.0	28.9	6.7	4.4	0.0	0.0	0.0	100.0		
1975-76	38	6	1	1	0	0	0	46	0	46
	82.6	13.0	2.2	2.2	0.0	0.0	0.0	100.0		
1976-77	29	6	0	0	0	0	3	38	0	38
	76.3	15.8	0.0	0.0	0.0	0.0	7.9	100.0		
1977-78	32	9	1	0	1	1	1	45	0	45
	71.1	20.0	2.2	0.0	2.2	2.2	2.2	100.0		
Six Year Total	168	54	8	5	2	2	5	244	2	246
	68.9	22.1	3.3	2.1	0.8	0.8	2.1	100.0		

Table D-35

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Sociology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	57	25	9	4	1	4	0	100	2	102
	57.0	25.0	9.0	4.0	1.0	4.0	0.0	100.0		
1973-74	50	26	6	3	2	2	3	92	0	92
	54.4	28.3	6.5	3.2	2.2	2.2	3.2	100.0		
1974-75	55	35	7	1	1	3	4	106	1	107
	51.9	33.0	6.6	0.9	0.9	2.8	3.8	100.0		
1975-76	57	27	6	0	1	5	5	101	2	103
	56.4	26.7	5.9	0.0	1.0	5.0	5.0	100.0		
1976-77	56	23	7	1	2	4	6	99	3	102
	56.6	23.2	7.1	1.0	2.0	4.0	6.1	100.0		
1977-78	46	20	7	1	2	0	6	82	4	86
	56.1	24.4	8.5	1.2	2.4	0.0	7.3	100.0		
Six Year Total	321	156	42	10	9	18	24	580	12	596
	55.3	26.9	7.2	1.7	1.6	3.1	4.1	100.0		

Table D-36

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Agriculture, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	9	5	2	2	0	0	2	20	0	20
	45.0	25.0	10.0	10.0	0.0	0.0	10.0	100.0		
1973-74	12	4	1	1	1	1	1	21	0	21
	57.0	19.0	4.8	4.8	4.8	4.8	4.8	100.0		
1974-75	13	3	2	2	0	0	0	20	0	20
	65.0	15.0	10.0	10.0	0.0	0.0	0.0	100.0		
1975-76	8	3	1	0	0	1	0	13	0	13
	61.5	23.1	7.7	0.0	0.0	7.7	0.0	100.0		
1976-77	12	3	0	1	1	3	1	21	1	22
	57.1	14.3	0.0	4.8	4.8	14.3	4.8	100.0		
1977-78	7	3	1	1	0	1	0	13	1	14
	53.8	23.1	7.7	7.7	0.0	7.7	0.0	100.0		
Six Year Total	61	21	7	7	2	6	4	108	2	110
	56.5	19.4	6.5	6.5	1.8	5.6	3.7	100.0		

Table D-37

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Biology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	28	9	4	1	1	1	2	46	0	46
	60.9	19.6	8.7	2.2	2.2	4.4		100.0		
1973-74	17	13	6	2	1	1	0	40	1	41
	42.5	32.5	15.0	5.0	2.5	2.5	0.0	100.0		
1974-75	38	11	3	3	1	1	1	58	0	58
	65.5	19.0	5.2	5.2	1.7	1.7	1.7	100.0		
1975-76	35	11	2	4	0	0	0	52	2	54
	67.3	21.2	3.8	7.7	0.0	0.0	0.0	100.0		
1976-77	17	16	4	1	0	0	0	38	0	38
	44.7	42.1	10.5	2.6	0.0	0.0	0.0	100.0		
1977-78	18	10	3	1	1	3	1	37	3	40
	48.6	27.0	8.1	2.7	2.7	8.1	2.7	100.0		
Six Year Total	153	70	22	12	4	6	4	271	6	277
	56.5	25.8	8.1	4.4	1.5	2.2	1.5	100.0		

Table D-38

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Botany, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	9	4	0	0	0	0	0	13	1	14
	69.2	30.8	0.0	0.0	0.0	0.0	0.0	100.0		
1973-74	5	6	1	0	0	1	1	14	0	14
	35.7	42.9	7.1	0.0	0.0	7.1	7.1	100.0		
1974-75	3	4	0	0	1	0	0	8	0	8
	37.5	50.0	0.0	0.0	12.5	0.0	0.0	100.0		
1975-76	8	3	1	0	0	0	1	13	0	13
	61.5	23.1	7.7	0.0	0.0	0.0	7.7	100.0		
1976-77	2	0	1	1	0	0	1	5	0	5
	40.0	0.0	20.0	20.0	0.0	0.0	20.0	100.0		
1977-78	2	0	2	0	0	1	0	5	0	5
	40.0	0.0	40.0	0.0	0.0	20.0	0.0	100.0		
Six Year Total	29	17	5	1	1	2	3	58	1	59
	50.0	29.3	8.6	1.7	1.7	3.4	5.2	100.0		

Table D-39

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Zoology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	9	5	0	0	0	1	0	15	0	15
	60.0	33.3	0.0	0.0	0.0	6.7	0.0	100.0		
1973-74	8	6	3	2	0	0	1	20	0	20
	40.0	30.0	15.0	10.0	0.0	0.0	5.0	100.0		
1974-75	14	3	2	0	0	0	0	19	0	19
	73.7	15.8	10.5	0.0	0.0	0.0	0.0	100.0		
1975-76	9	3	3	1	0	0	0	16	1	17
	56.2	18.8	18.8	6.2	0.0	0.0	0.0	100.0		
1976-77	6	4	1	0	1	1	0	13	0	13
	46.2	30.8	7.7	0.0	7.7	7.7	0.0	100.0		
1977-78	9	3	3	1	0	0	1	17	0	17
	52.9	17.6	17.6	5.9	0.0	0.0	5.9	100.0		
Six Year Total	55	24	12	4	1	2	2	100	1	101
	55.0	24.0	12.0	4.0	1.0	2.0	2.0	100.0		

Table D40

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Household Sciences, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	14	6	1	1	0	0	0	22	0	22
	63.6	27.3	4.6	4.6	0.0	0.0	0.0	100.0		
1973-74	16	5	0	1	0	0	0	22	0	22
	72.7	22.7	0.0	4.6	0.0	0.0	0.0	100.0		
1974-75	15	6	1	0	0	0	0	22	0	22
	68.2	27.3	4.6	0.0	0.0	0.0	0.0	100.0		
1975-76	12	4	1	1	0	1	0	19	0	19
	63.2	21.0	5.3	5.3	0.0	5.3	0.0	100.0		
1976-77	17	3	1	0	0	0	1	22	0	22
	77.3	13.6	4.6	0.0	0.0	0.0	4.6	100.0		
1977-78	20	5	1	1	0	0	2	29	0	29
	69.0	17.2	3.4	3.4	0.0	0.0	6.9	100.0		
Six Year Total	94	29	5	4	0	1	3	136	0	136
	69.1	21.3	3.7	2.9	0.0	0.7	2.2	100.0		

Table D-41

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Veterinary Medicine, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	18	7	2	1	0	1	3	32	0	32
	56.3	21.9	6.2	3.1	0.0	3.1	9.4	100.0		
1973-74	11	3	5	1	0	1	2	23	0	23
	47.8	13.0	21.7	4.4	0.0	4.4	8.8	100.0		
1974-75	17	6	0	1	0	0	4	28	0	28
	60.7	21.4	0.0	3.6	0.0	0.0	14.3	100.0		
1975-76	10	9	0	3	0	2	0	24	0	24
	41.7	37.5	0.0	12.5	0.0	8.3	0.0	100.0		
1976-77	13	6	2	2	0	1	2	26	0	26
	50.0	23.1	7.7	7.7	0.0	3.9	7.7	100.0		
1977-78	12	6	4	1	1	3	0	27	0	27
	44.4	22.2	14.8	3.7	3.7	11.1	0.0	100.0		
Six Year Total	81	37	13	9	1	8	11	160	0	160
	50.6	23.1	8.1	5.6	0.6	5.0	6.9	100.0		

Table D-42

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Architecture, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	9 50.0	5 27.8	1 5.6	0 0.0	2 11.1	0 0.0	1 5.6	18 100.0	3	21
1973-74	4 44.4	4 44.4	1 11.2	0 0.0	0 0.0	0 0.0	0 0.0	9 100.0	0	9
1974-75	14 51.9	3 11.1	2 7.4	0 0.0	0 0.0	6 22.2	2 7.4	27 100.0	0	27
1975-76	8 50.0	3 18.8	2 12.5	1 6.2	1 6.2	1 6.2	0 0.0	16 100.0	0	16
1976-77	6 40.0	4 26.7	1 6.7	1 6.7	0 0.0	2 13.3	1 6.7	15 100.0	0	15
1977-78	16 61.5	6 23.1	3 11.5	0 0.0	1 3.9	0 0.0	0 0.0	26 100.0	1	27
Six Year Total	57 51.4	25 22.5	10 9.0	2 1.8	4 3.6	9 8.1	4 3.6	111 100.0	4	115

Table D-43

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Chemical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	4	1	2	0	0	1	0	8	1	9
	50.0	12.5	25.0	0.0	0.0	12.5	0.0	100.0		
1973-74	6	1	0	1	0	1	1	10	0	10
	60.0	10.0	0.0	10.0	0.0	10.0	10.0	100.0		
1974-75	1	0	2	1	0	1	0	5	2	7
	20.0	0.0	40.0	20.0	0.0	20.0	0.0	100.0		
1975-76	3	0	0	1	2	0	1	7	1	8
	42.9	0.0	0.0	14.3	28.6	0.0	14.3	100.0		
1976-77	2	1	1	1	2	2	0	9	0	9
	22.2	11.1	11.1	11.1	22.2	22.2	0.0	100.0		
1977-78	5	0	3	1	0	0	2	11	0	11
	45.4	0.0	27.3	9.1	0.0	0.0	18.2	100.0		
Six Year Total	21	3	8	5	4	5	4	50	4	54
	42.0	6.0	16.0	10.0	8.0	10.0	8.0	100.0		

Table D-44

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Civil Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	13	2	2	1	0	2	2	22	0	22
	59.1	9.1	9.1	4.6	0.0	9.1	9.1	100.0		
1973-74	8	1	3	0	0	0	2	14	0	14
	57.1	7.1	21.4	0.0	0.0	0.0	14.3	100.0		
1974-75	5	1	1	0	0	1	1	9	0	9
	55.6	11.1	11.1	0.0	0.0	11.1	11.1	100.0		
1975-76	6	2	3	3	1	0	2	17	0	17
	35.3	11.8	17.6	17.6	5.9	0.0	11.8	100.0		
1976-77	11	0	4	3	2	4	2	26	2	28
	42.3	0.0	15.4	11.5	7.7	15.4	7.7	100.0		
1977-78	8	2	0	3	1	3	0	17	0	17
	47.1	11.8	0.0	17.6	5.9	17.6	0.0	100.0		
Six Year Total	51	8	13	10	4	10	9	105	2	107
	48.6	7.6	12.4	9.5	3.8	9.5	8.6	100.0		

Table D-45

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Electrical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	7 41.2	3 17.6	2 11.8	0 0.0	2 11.8	1 5.9	2 11.8	17 100.0	1	18
1973-74	9 50.0	1 5.6	0 0.0	4 22.2	1 5.6	2 11.1	1 5.6	18 100.0	0	18
1974-75	4 30.8	1 7.7	2 15.4	1 7.7	1 7.7	1 7.7	3 23.1	13 100.0	1	14
1975-76	11 44.0	2 8.0	1 4.0	2 8.0	3 12.0	2 8.0	4 16.0	25 100.0	0	25
1976-77	10 41.7	1 4.2	3 12.5	3 12.5	2 8.3	1 4.2	4 16.7	24 100.0	0	24
1977-78	10 41.7	5 20.8	0 0.0	4 16.7	1 4.2	2 8.3	2 8.3	24 100.0	1	25
Six Year Total	51 42.2	13 10.7	8 6.6	14 11.6	10 8.3	9 7.4	16 13.2	121 100.0	3	124

Table D-46

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Mechanical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	2	0	3	1	3	1	1	11	0	11
	18.2	0.0	27.3	9.1	27.3	9.1	9.1	100.0		
1973-74	7	0	2	2	0	0	0	11	0	11
	63.6	0.0	18.2	18.2	0.0	0.0	0.0	100.0		
1974-75	10	1	2	1	0	2	0	16	0	16
	62.5	6.3	12.5	6.3	0.0	12.5	0.0	100.0		
1975-76	14	0	5	1	1	2	1	24	0	24
	58.3	0.0	20.8	4.2	4.2	8.3	4.2	100.0		
1976-77	8	2	4	1	0	1	3	19	2	21
	42.1	10.5	21.0	5.3	0.0	5.3	15.8	100.0		
1977-78	17	3	1	1	0	1	2	25	1	26
	68.0	12.0	4.0	4.0	0.0	4.0	8.0	100.0		
Six Year Total	58	6	17	7	4	7	7	106	3	109
	54.7	5.7	16.0	6.6	3.8	6.6	6.6	100.0		

Table D-47

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Forestry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	3 42.9	2 28.6	2 28.6	0 0.0	0 0.0	0 0.0	0 0.0	7 100.0	0	7
1973-74	3 42.9	2 28.6	0 0.0	0 0.0	0 0.0	1 14.3	1 14.3	7 100.0	1	8
1974-75	7 46.7	8 53.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	15 100.0	1	16
1975-76	3 42.9	1 14.3	1 14.3	0 0.0	0 0.0	1 14.3	1 14.3	7 100.0	0	7
1976-77	2 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	2 100.0	0	2
1977-78	6 60.0	2 20.0	0 0.0	2 20.0	0 0.0	0 0.0	0 0.0	10 100.0	0	10
Six Year Total	24 50.0	15 31.2	3 6.2	2 4.2	0 0.0	2 4.2	2 4.2	48 100.0	2	50

Table D-48

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Dentistry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	12	0	1	1	0	1	0	15	2	17
	80.0	0.0	6.7	6.7	0.0	6.7	0.0	100.0		
1973-74	18	1	3	4	0	2	0	28	0	28
	64.3	3.6	10.7	14.3	0.0	7.1	0.0	100.0		
1974-75	18	3	4	2	0	1	4	32	1	33
	56.2	9.4	12.5	6.2	0.0	3.1	12.5	100.0		
1975-76	20	1	6	5	0	2	0	34	0	34
	58.8	2.9	17.6	14.7	0.0	5.9	0.0	100.0		
1976-77	11	3	4	3	1	1	0	23	1	24
	47.8	13.0	17.4	13.0	4.4	4.4	0.0	100.0		
1977-78	18	2	4	1	0	0	1	26	1	27
	69.2	7.7	15.4	3.9	0.0	0.0	3.9	100.0		
Six Year Total	97	10	22	16	1	7	5	158	5	163
	61.4	6.3	13.9	10.1	0.6	4.4	3.2	100.0		

Table D-49

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Medicine, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	97	13	27	11	3	9	11	171	23	194
	56.7	7.6	15.8	6.4	1.8	5.3	6.4	100.0		
1973-74	112	18	22	12	1	10	12	187	4	191
	59.9	9.6	11.8	6.4	0.5	5.4	6.4	100.0		
1974-75	80	13	27	4	2	11	18	155	9	164
	51.6	8.4	17.4	2.6	1.3	7.1	11.6	100.0		
1975-76	127	11	16	13	4	8	13	192	9	201
	66.2	5.7	8.3	6.8	2.1	4.2	6.8	100.0		
1976-77	103	13	29	11	2	11	8	177	4	181
	58.2	7.3	16.4	6.2	1.1	6.2	4.5	100.0		
1977-78	113	12	35	6	2	14	12	194	1	195
	58.2	6.2	18.0	3.1	1.0	7.2	6.2	100.0		
Six Year Total	632	80	156	57	14	63	74	1,076	50	1,126
	58.7	7.4	14.5	5.3	1.3	5.9	6.9	100.0		

Table D-50

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Pharmacy; 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	7	2	1	0	0	0	1	11	1	12
	63.6	18.2	9.1	0.0	0.0	0.0	9.1	100.0		
1973-74	5	0	2	0	0	2	0	9	0	9
	55.6	0.0	22.2	0.0	0.0	22.2	0.0	100.0		
1974-75	7	2	1	0	1	0	0	11	0	11
	63.6	18.2	9.1	0.0	9.1	0.0	0.0	100.0		
1975-76	11	1	1	1	0	0	1	15	0	15
	73.3	6.7	6.7	6.7	0.0	0.0	6.7	100.0		
1976-77	8	1	1	0	0	0	0	10	0	10
	80.0	10.0	10.0	0.0	0.0	0.0	0.0	100.0		
1977-78	8	1	1	0	1	0	1	12	0	12
	66.7	8.3	8.3	0.0	8.3	0.0	8.3	100.0		
Six Year Total	46	7	7	1	2	2	3	68	1	69
	67.6	10.3	10.3	1.5	2.9	2.9	4.4	100.0		

Table D-51

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Nursing, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	66	4	0	2	0	0	1	73	4	77
	90.4	5.5	0.0	2.7	0.0	0.0	1.4	100.0		
1973-74	75	12	2	1	0	0	1	91	3	94
	82.4	13.2	2.2	1.1	0.0	0.0	1.1	100.0		
1974-75	104	13	0	1	0	0	1	119	5	124
	87.4	10.9	0.0	0.8	0.0	0.0	0.8	100.0		
1975-76	83	13	2	2	0	0	1	101	5	106
	82.2	12.9	2.0	2.0	0.0	0.0	1.0	100.0		
1976-77	74	14	2	2	1	0	1	94	6	100
	78.7	14.9	2.1	2.1	1.1	0.0	1.1	100.0		
1977-78	87	13	0	0	0	0	0	100	6	106
	87.0	13.0	0.0	0.0	0.0	0.0	0.0	100.0		
Six Year Total	489	69	6	8	1	0	5	578	29	607
	84.6	11.9	1.0	1.4	0.2	0.0	0.9	100.0		

Table D-52

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Mathematics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	81	46	11	4	9	9	10	170	3	173
	47.6	27.1	6.5	2.4	5.3	5.3	5.9	100.0		
1973-74	55	27	8	12	10	16	9	137	3	140
	40.2	19.7	5.8	8.8	7.3	11.7	6.6	100.0		
1974-75	65	21	10	11	3	11	6	127	1	128
	51.2	16.5	7.9	8.7	2.4	8.7	4.7	100.0		
1975-76	60	30	9	9	3	14	9	134	5	139
	44.8	22.4	6.7	6.7	2.2	10.4	6.7	100.0		
1976-77	60	21	8	16	1	16	14	136	2	138
	44.1	15.4	5.9	11.8	0.7	11.8	10.3	100.0		
1977-78	65	15	6	9	6	4	8	113	5	118
	57.5	13.3	5.3	8.0	5.3	3.5	7.1	100.0		
Six year Total	386	160	52	61	32	70	56	817	19	836
	47.2	19.6	6.4	7.5	3.9	8.6	6.9	100.0		

Table D-53

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Chemistry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	20	8	6	1	0	0	1	36	1	37
	55.6	22.2	16.7	2.8	0.0	0.0	2.8	100.0		
1973-74	11	3	8	1	1	2	0	26	2	28
	42.3	11.5	30.8	3.9	3.9	7.7	0.0	100.0		
1974-75	21	5	12	1	0	1	1	41	0	41
	51.2	12.2	29.3	2.4	0.0	2.4	2.4	100.0		
1975-76	21	7	11	2	0	0	1	42	1	43
	50.0	16.7	26.2	4.8	0.0	0.0	2.4	100.0		
1976-77	20	5	5	6	4	2	3	45	1	46
	44.4	11.1	11.1	13.3	8.9	4.4	6.7	100.0		
1977-78	19	5	3	3	2	1	1	34	3	37
	55.9	14.7	8.8	8.8	5.9	2.9	2.9	100.0		
Six Year Total	112	33	45	14	7	6	7	224	8	232
	50.0	14.7	20.1	6.2	3.1	2.7	3.1	100.0		

Table D-54

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Geology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	13	2	6	3	1	5	0	30	0	30
	43.3	6.7	20.0	10.0	3.3	16.7	0.0	100.0		
1973-74	8	4	5	3	1	2	0	23	0	23
	34.8	17.4	21.7	13.0	4.4	8.7	0.0	100.0		
1974-75	14	1	8	1	3	3	0	30	0	30
	46.7	3.3	26.7	3.3	10.0	10.0	0.0	100.0		
1975-76	8	4	3	1	0	4	2	22	0	22
	36.4	18.2	13.6	4.6	0.0	18.2	9.1	100.0		
1976-77	11	4	8	2	1	1	1	28	0	28
	39.3	14.3	28.6	7.1	3.6	3.6	3.6	100.0		
1977-78	13	0	6	3	1	1	1	25	1	26
	52.0	0.0	24.0	12.0	4.0	4.0	4.0	100.0		
Six Year Total	67	15	36	13	7	16	4	158	1	159
	42.4	9.5	22.8	8.2	4.4	10.1	2.5	100.0		

Table D-55

Geographic Area of First Degree of Newly Appointed Full-Time University Teachers in Physics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not Reported	Total
1972-73	26	11	6	3	3	4	1	54	1	55
	48.2	20.4	11.1	5.6	5.6	7.4	1.9	100.0		
1973-74	19	6	3	0	1	2	1	32	0	32
	59.4	18.8	9.4	0.0	3.1	6.2	3.1	100.0		
1974-75	20	8	3	2	2	4	2	41	1	42
	48.8	19.5	7.3	4.9	4.9	9.8	4.9	100.0		
1975-76	15	1	4	0	2	1	2	25	0	25
	60.0	4.0	16.0	0.0	8.0	4.0	8.0	100.0		
1976-77	24	2	4	2	1	2	4	39	1	40
	61.5	5.1	10.3	5.1	2.6	5.1	10.3	100.0		
1977-78	15	4	4	1	0	5	3	32	0	32
	46.9	12.5	12.5	3.1	0.0	15.6	9.4	100.0		
Six Year Total	119	32	24	8	9	18	13	223	3	226
	53.4	14.4	10.8	3.6	4.0	8.1	5.8	100.0		

APPENDIX E

Country of Citizenship

For many years, the question of citizenship of Canadian university teachers was a contentious issue, with political and emotional overtones. During the expansionary period of the sixties and seventies, a sizable group of full-time faculty were hired from abroad. Using first degree as a proxy for citizenship, over 13,000 of the university teachers in 1977-78 were of foreign origin; many of them have now become Canadians in that year, about one half of them from the United States (Table E-1). Expressed in percentage terms, in the human sciences (excluding education), U.S. citizens accounted for over 15%. In some disciplines, the proportion was much higher, e.g., psychology, 27.5% (Table E-2).

For newly appointed university teachers during the six year period (1972-73 to 1977-78), 64.0% were Canadian citizens, 16.1% from the United States, and 7.8% from the United Kingdom (Table E-3). The proportion with Canadian citizenship increased from 59.1% in 1972-73 to 69.2% in 1977-78. Some with foreign citizenship might already have been teaching at another Canadian university, so separate calculations are required to ascertain how many of them came directly from another country, either as landed immigrants or visiting scholars.

There exists considerable variation among the eight teaching fields, as well as for the 46 disciplines, for newly appointed faculty (Tables E-4 to E-49).

The citizenship question, which was so prominent a few years ago, seems to have subsided and may become a non-issue.

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Country of Citizenship

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Table E-1

Citizenship by Geographic Area of Full-time University Teachers by Teaching Field, 1977- 78

Teaching Field	Canada	United States	United Kingdom	Other Common-wealth	Belgium/ France	Other Europe	Other	Total Reported	Not Reported	Total
Education	2,589 (80.8)	369 (11.5)	100 (3.1)	51 (1.6)	40 (1.2)	26 (0.8)	28 (0.9)	3,203 (100.0)	24	3,227
Fine and Applied Arts	829 (64.0)	312 (24.1)	82 (6.3)	14 (1.1)	12 (0.9)	34 (2.6)	13 (1.0)	1,296 (100.0)	10	1,306
Humanities	4,068 (70.9)	943 (16.4)	350 (6.1)	62 (1.1)	125 (2.2)	136 (2.4)	57 (1.0)	5,741 (100.0)	21	5,762
Social Sciences	5,461 (69.9)	1,334 (17.1)	356 (4.6)	186 (2.4)	158 (2.0)	140 (1.8)	174 (2.2)	7,809 (100.0)	54	7,863
Agriculture and Biological Sciences	1,751 (75.1)	319 (13.6)	134 (5.8)	43 (1.8)	22 (0.9)	33 (1.4)	30 (1.3)	2,332 (100.0)	10	2,342
Engineering	1,848 (80.7)	121 (5.3)	108 (4.7)	64 (2.8)	42 (1.8)	61 (2.7)	47 (2.0)	2,291 (100.0)	73	2,364
Health Sciences	3,616 (80.8)	263 (5.9)	321 (7.2)	100 (2.2)	30 (0.7)	70 (1.6)	75 (1.7)	4,475 (100.0)	10	4,485
Mathematics and Physical Sciences	3,082 (73.3)	429 (10.2)	299 (7.1)	125 (3.0)	56 (1.3)	134 (3.2)	82 (2.0)	4,207 (100.0)	30	4,237
Sub-total	23,244	7,090	1,750	645	485	634	236	31,354	232	31,586
Other	348	87	59	17	10	21	16	558	23	581
TOTAL	23,592	4,177	1,809	662	495	655	252	31,912	255	32,167

Table E-2

Citizenship by Geographic Area of Full-time University Teachers by Teaching Field and Selected Disciplines, 1977-78

Teaching Field and Disciplines	Canada		United States		United Kingdom		Other Commonwealth		Belgium/ France		Other Europe		Other		Sub-total		Not Reported	Total
Physical Education	594	80.7	65	8.8	32	4.4	16	2.2	12	1.6	11	1.5	6	0.8	736	100.0	6	742
Education	1,995	80.9	304	12.3	68	2.8	35	1.4	28	1.1	15	0.6	22	0.9	2,467	100.0	18	2,485
Sub-total Education	2,589	80.8	369	11.5	100	3.1	51	1.6	40	1.2	26	0.8	28	0.9	3,203	100.0	24	3,227
Music	341	64.5	137	25.9	20	3.8	6	1.1	5	1.0	12	2.3	8	1.5	529	100.0	8	537
Fine and Applied Arts	488	63.6	175	22.8	62	8.1	8	1.0	7	0.9	22	2.9	5	0.7	767	100.0	2	769
Sub-total Fine and Applied Arts	829	64.0	312	24.1	82	6.3	14	1.1	12	0.9	34	2.6	13	1.0	1,296	100.0	10	1,306
Classics	157	64.3	33	13.5	38	15.6	3	1.2	3	1.2	8	3.3	2	0.8	244	100.0	2	246
History	742	72.5	190	18.6	57	5.6	6	0.6	10	1.0	8	0.8	10	1.0	1,023	100.0	5	1,028
Library and Records Science	65	69.9	19	20.4	5	5.4	3	3.2	-	-	1	1.1	-	-	93	100.0	-	93
Mass Media Studies	113	82.5	14	10.2	4	2.9	-	-	3	2.2	2	1.5	1	0.7	137	100.0	-	137
English	972	69.4	279	19.9	111	7.9	22	1.6	3	0.2	8	0.6	6	0.4	1,401	100.0	3	1,404
French	583	77.9	44	5.9	37	5.0	4	0.5	68	9.1	6	0.8	6	0.8	748	100.0	-	748
German	113	62.1	19	10.4	8	4.4	1	0.6	-	-	39	21.4	2	1.1	182	100.0	1	183
Spanish	94	65.3	20	13.9	8	5.6	2	1.4	1	0.7	13	9.0	6	4.2	144	100.0	1	145
Other Modern Languages	304	68.0	66	14.8	25	5.6	3	0.7	8	1.8	32	7.2	9	2.0	447	100.0	4	451
Philosophy	413	64.1	158	24.5	36	5.6	10	1.6	12	1.9	8	1.2	7	1.1	644	100.0	2	646
Religious Studies	433	78.7	75	13.6	15	2.7	7	1.3	7	1.3	8	1.5	5	0.9	550	100.0	3	553
Other Humanities	79	61.7	26	20.3	6	4.7	1	0.8	10	7.8	3	2.3	3	2.3	128	100.0	-	128
Sub-total Humanities	4,068	70.9	943	16.4	350	6.1	62	1.1	125	2.2	136	2.4	57	1.0	5,741	100.0	21	5,762
Anthropology and Archeology	207	54.8	137	36.2	13	3.4	6	1.6	6	1.6	5	1.3	4	1.1	378	100.0	2	380
Commerce, Business, Administration	1,051	74.1	183	12.9	41	2.9	40	2.8	39	2.8	23	1.6	41	2.9	1,418	100.0	14	1,432
Economics	675	71.6	127	13.5	30	3.2	34	3.6	18	1.9	22	2.3	37	3.9	943	100.0	4	947
Geography	415	65.7	57	9.0	98	15.5	16	2.5	16	2.5	18	2.9	12	1.9	632	100.0	4	636
Law	456	79.7	30	5.2	44	7.7	23	4.0	9	1.6	3	0.5	7	1.2	572	100.0	2	574
Political Science	534	75.1	112	15.8	19	2.7	10	1.4	10	1.4	9	1.3	17	2.4	711	100.0	2	713
Psychology	862	63.8	372	27.5	48	3.6	27	2.0	17	1.3	18	1.3	8	0.6	1,352	100.0	7	1,359
Social Work	288	83.7	41	11.9	5	1.4	1	0.3	3	0.9	2	0.6	4	1.2	344	100.0	2	346
Sociology	589	66.9	180	20.4	35	4.0	18	2.0	15	1.7	24	2.7	20	2.2	881	100.0	15	896
Other Social Sciences	384	66.4	95	16.4	23	4.0	11	1.9	25	4.3	16	2.8	24	4.2	578	100.0	2	580
Sub-total Social Sciences	5,461	69.9	1,334	17.1	356	4.6	186	2.4	158	2.0	140	1.8	174	2.2	7,809	100.0	54	7,863
Agriculture	300	79.4	46	12.2	14	3.7	5	1.3	3	0.8	5	1.3	5	1.3	378	100.0	1	379
Biology	527	75.7	96	13.8	37	5.3	17	2.4	5	0.7	8	1.2	6	0.9	696	100.0	5	701
Botany	114	69.9	25	15.3	19	11.7	3	1.8	-	-	-	-	2	1.2	163	100.0	2	165
Household Sciences and Related	192	77.7	37	15.0	5	2.0	5	2.0	1	0.4	2	0.8	5	2.0	247	100.0	-	247
Veterinary Medicine	139	73.9	22	11.7	14	7.5	7	3.7	1	0.5	3	1.6	2	1.1	188	100.0	-	188
Zoology	199	67.9	61	20.8	24	8.2	2	0.7	1	0.3	3	1.0	3	1.0	293	100.0	2	295
Other Biological Sciences	280	76.3	32	8.7	21	5.7	4	1.1	11	3.0	12	3.3	7	1.9	367	100.0	-	367
Sub-total Agric. & Biol. Sciences	1,751	75.1	319	13.7	134	5.8	43	1.8	22	0.9	33	1.4	30	1.3	2,332	100.0	10	2,342
Architecture	139	73.2	14	7.4	15	7.9	3	1.6	5	2.6	9	4.7	5	2.6	190	100.0	17	207
Chemical Engineering	171	76.7	23	10.3	11	4.9	5	2.2	5	2.2	4	1.8	4	1.8	223	100.0	5	228
Civil Engineering	300	81.5	16	4.4	15	4.1	14	3.8	5	1.4	11	3.0	7	1.9	368	100.0	15	383
Electrical Engineering	381	83.6	13	2.8	14	3.1	16	3.5	7	1.5	14	3.1	11	2.4	456	100.0	9	465
Mechanical Engineering	308	83.9	10	2.7	19	5.2	7	1.9	7	1.9	8	2.2	8	2.2	367	100.0	14	381
Forestry	66	75.9	12	13.8	4	4.6	2	2.3	1	1.2	2	2.3	-	-	87	100.0	1	88
Other Engineering & Applied Sciences	483	80.5	33	5.5	30	5.0	17	2.8	12	2.0	13	2.2	12	2.0	600	100.0	12	612
Sub-total Engineering & Applied Sciences	1,848	80.7	121	5.3	108	4.7	64	2.8	42	1.8	61	2.7	47	2.0	2,291	100.0	73	2,364
Dentistry	242	77.6	22	7.0	21	6.7	17	5.4	3	1.0	3	1.0	4	1.3	312	100.0	1	313
Medicine	2,343	79.6	140	4.8	257	8.7	62	2.1	20	0.7	62	2.1	60	2.0	2,944	100.0	6	2,950
Nursing	531	87.2	57	9.4	9	1.5	9	1.5	-	-	-	-	3	0.5	609	100.0	2	611
Pharmacy	131	85.6	9	5.9	7	4.6	1	0.6	2	1.3	-	-	3	2.0	153	100.0	-	153
Other Health Sciences	369	80.7	35	7.1	27	5.9	11	2.4	5	1.1	5	1.1	5	1.1	457	100.0	1	458
Sub-total Health Sciences	3,616	80.8	263	5.9	321	7.2	100	2.2	30	0.7	70	1.6	75	1.7	4,475	100.0	10	4,485
Mathematics	1,260	69.1	238	13.1	79	4.3	81	4.4	27	1.5	83	4.6	55	3.0	1,823	100.0	18	1,841
Chemistry	699	77.3	75	8.3	89	9.8	12	1.3	9	1.0	13	1.4	7	0.8	904	100.0	5	909
Geology	303	72.8	34	8.2	43	10.3	12	2.9	7	1.7	12	2.9	5	1.2	416	100.0	1	417
Physics	743	78.1	63	6.6	78	8.2	18	1.9	13	1.4	24	2.5	12	1.3	951	100.0	4	955
Other Mathematics & Physical Sciences	77	68.1	19	16.8	10	8.9	2	1.8	-	-	2	1.8	3	2.6	113	100.0	2	115
Sub-total Mathematics & Physical Sciences	3,082	73.3	429	10.2	299	7.1	125	3.0	56	1.3	134	3.2	82	2.0	4,207	100.0	30	4,237
Total	23,244	74.1	4,090	13.0	1,809	5.8	645	2.1	485	1.5	634	2.0	506	1.6	31,354	100.0	232	31,586
Specialization Not reported	348	62.4	87	15.6	59	10.6	17	3.1	10	1.8	21	3.8	16	2.9	558	100.0	23	581
	[illegible]	[illegible]	4,177	13.1	1,868	5.7	662	2.1	495	1.6	655	2.1	522	1.6	31,912	100.0	225	[illegible]

Table E-3

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in all Disciplines, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	1,094	332	165	69	56	66	68	1,850	456	2,306
	59.1	17.9	8.9	3.7	3.0	3.6	3.7	100.0	43.5	17.8
1973-74	1,108	296	134	63	31	67	51	1,750	187	1,937
	63.3	16.9	7.7	3.6	1.8	3.8	2.9	100.0	17.8	15.0
1974-75	1,280	361	177	64	43	57	69	2,051	203	2,254
	62.4	17.6	8.6	3.1	2.1	2.8	3.4	100.0	19.4	17.4
1975-76	1,293	325	144	78	40	62	72	2,014	134	2,148
	64.2	16.1	7.1	3.9	2.0	3.1	3.6	100.0	12.8	16.6
1976-77	1,399	319	154	87	44	57	84	2,144	18	2,162
	65.3	14.9	7.2	4.0	2.0	2.7	3.9	100.0	1.7	16.7
1977-78	1,422	273	148	56	41	48	67	2,055	51	2,106
	69.2	13.3	7.2	2.7	2.0	2.3	3.3	100.0	4.9	16.3
Six year total	7,596	1,906	922	417	255	357	411	11,864	1,049	12,913
	64.0	16.1	7.8	3.5	2.1	3.0	3.5	100.0	100.0	100.0

Table E-4

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Physical Education, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	34	14	5	4	1	2	1	61	12	73
	55.7	23.0	8.2	6.6	1.6	3.3	1.6	100.0	32.4	15.2
1973-74	53	11	3	-	1	1	-	69	10	79
	76.8	15.9	4.3	-	1.4	1.4	-	100.0	27.0	16.4
1974-75	57	6	8	1	2	2	3	79	10	89
	72.2	7.6	10.1	1.3	2.5	2.5	3.8	100.0	27.0	18.5
1975-76	58	12	4	2	2	2	1	81	5	86
	71.6	14.8	4.9	2.5	2.5	2.5	1.2	100.0	13.5	17.9
1976-77	61	11	4	2	3	1	1	83	-	83
	73.5	13.3	4.8	2.4	3.6	1.2	1.2	100.0	-	17.3
1977-78	60	5	2	2	-	1	-	70	-	70
	85.7	7.1	2.9	2.9	-	1.4	-	100.0	-	14.6
Six year total	323	59	26	11	9	9	6	443	37	480
	72.9	13.3	5.9	2.5	2.0	2.0	1.4	100.0	100.0	100.0

Table E-5

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Education, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	142	48	15	11	4	3	3	226	39	265
	62.8	21.2	6.6	4.9	1.8	1.3	1.3	100.0	26.2	13.6
1973-74	261	31	9	5	2	4	1	313	25	338
	83.4	9.9	2.9	1.6	0.6	1.3	0.3	100.0	16.8	17.4
1974-75	257	45	29	6	11	3	12	363	39	402
	70.8	12.4	8.0	1.7	3.0	0.8	3.3	100.0	26.2	20.7
1975-76	235	65	18	7	10	7	3	345	37	382
	68.1	18.8	5.2	2.0	2.9	2.0	0.9	100.0	24.6	19.6
1976-77	219	45	12	8	7	3	5	299	5	304
	73.2	15.1	4.0	2.7	2.3	1.0	1.7	100.0	3.4	15.6
1977-78	203	31	5	5	3	1	1	249	4	253
	81.5	12.4	2.0	2.0	1.2	0.4	0.4	100.0	2.7	13.0
Six year total	1,317	265	88	42	37	21	25	1,795	149	1,944
	73.4	14.8	4.9	2.3	2.1	1.2	1.4	100.0	100.0	100.0

Table E-6

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Music, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	13	15	5	1	2	2	1	39	8	47
	33.3	38.5	12.8	2.6	5.1	5.1	2.6	100.0	38.1	15.6
1973-74	19	14	3	1	1	2	2	42	2	44
	45.2	33.3	7.1	2.4	2.4	4.8	4.8	100.0	9.5	14.6
1974-75	27	17	2	1	-	2	2	51	4	55
	52.9	33.3	3.9	2.0	-	3.9	3.9	100.0	19.0	18.2
1975-76	19	15	2	1	-	2	-	39	7	46
	48.7	38.5	5.1	2.6	-	5.1	-	100.0	33.3	15.2
1976-77	29	16	2	2	-	-	-	49	-	49
	59.2	32.6	4.1	4.1	-	-	-	100.0	-	16.2
1977-78	37	18	1	1	1	2	1	61	-	61
	60.7	29.5	1.6	1.6	1.6	3.3	1.6	100.0	-	20.2
Six year total	144	95	15	7	4	10	6	281	21	302
	51.2	33.8	5.3	2.5	1.4	3.6	2.1	100.0	100.0	100.0

Table E-7

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Fine and Applied Arts, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	51	34	17	1	3	6	4	116	18	134
	44.0	29.3	14.6	0.9	2.6	5.2	3.4	100.0	28.6	15.5
1973-74	59	43	9	1	2	5	3	122	7	129
	48.4	35.2	7.4	0.8	1.6	4.1	2.5	100.0	11.1	14.9
1974-75	78	46	16	4	-	2	3	149	18	167
	52.3	30.9	10.7	2.7	-	1.3	2.0	100.0	28.6	19.3
1975-76	66	42	14	2	-	5	-	129	16	145
	51.2	32.6	10.8	1.6	-	3.9	-	100.0	25.4	16.8
1976-77	80	38	16	2	1	1	1	139	2	141
	57.6	27.3	11.5	1.4	0.7	0.7	0.7	100.0	3.2	16.3
1977-78	89	38	8	4	2	5	1	147	2	149
	60.5	25.9	5.4	2.7	1.4	3.4	0.7	100.0	3.2	17.2
Six year total	423	241	80	14	8	24	12	802	63	865
	52.7	30.0	10.0	1.7	1.0	3.0	1.5	100.0	100.0	100.0

Table E-8

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Classics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	5	2	-	-	-	1	-	8	4	12
	62.5	25.0	-	-	-	12.5	-	100.0	50.0	18.2
1973-74	5	-	3	-	-	-	1	9	-	9
	55.6	-	33.3	-	-	-	11.1	100.0	-	13.6
1974-75	4	3	1	-	-	-	-	8	2	10
	50.0	37.5	12.5	-	-	-	-	100.0	25.0	15.2
1975-76	2	4	2	-	-	-	1	9	2	11
	22.2	44.4	22.2	-	-	-	11.1	100.0	25.0	16.7
1976-77	6	4	2	-	-	-	1	13	-	13
	46.2	30.8	15.4	-	-	-	7.7	100.0	-	19.7
1977-78	5	2	-	-	1	3	-	11	-	11
	45.4	18.2	-	-	9.1	27.3	-	100.0	-	16.7
Six year total	27	15	8	-	1	4	3	58	8	66
	46.6	25.9	13.8	-	1.7	6.9	5.2	100.0	100.0	100.0

Table E-9

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in History, 1972-73 to 1977-78*

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-total	Not reported	Total
1972-73										
1973-74										
1974-75										
1975-76										
1976-77										
1977-78										
Six Year Total										

* Data not available

Table E-10

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Library and Records Science, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	9	2	-	-	-	-	-	11	2	13
	81.8	18.2	-	-	-	-	-	100.0	25.0	22.0
1973-74	7	-	1	2	-	-	-	10	4	14
	70.0	-	10.0	20.0	-	-	-	100.0	50.0	23.7
1974-75	8	3	1	-	-	-	-	12	-	12
	66.7	25.0	8.3	-	-	-	-	100.0	-	20.3
1975-76	2	-	2	1	-	-	-	5	2	7
	40.0	-	40.0	20.0	-	-	-	100.0	25.0	11.9
1976-77	4	1	-	-	-	-	-	5	-	5
	80.0	20.0	-	-	-	-	-	100.0	-	8.5
1977-78	6	1	-	-	-	1	-	8	-	8
	75.0	12.5	-	-	-	12.5	-	100.0	-	13.6
Six year total	36	7	4	3	-	1	-	51	8	59
	70.6	13.7	7.8	5.9	-	2.0	-	100.0	100.0	100.0

Table E-11

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Mass Media Studies, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	7	4	-	2	-	-	-	13	-	13
	53.8	30.8	-	15.4	-	-	-	100.0	-	13.0
1973-74	9	3	1	-	-	-	-	13	-	13
	69.2	23.1	7.7	-	-	-	-	100.0	-	13.0
1974-75	8	2	1	-	1	1	-	13	-	13
	61.5	15.4	7.7	-	7.7	7.7	-	100.0	-	13.0
1975-76	17	3	1	-	1	-	-	22	-	22
	77.3	13.6	4.5	-	4.5	-	-	100.0	-	22.0
1976-77	17	2	1	-	1	1	-	22	1	23
	77.3	9.1	4.5	-	4.5	4.5	-	100.0	100.0	23.0
1977-78	14	1	1	-	-	-	-	16	-	16
	87.5	6.2	6.3	-	-	-	-	100.0	-	16.0
Six year total	72	15	5	2	3	2	-	99	1	100
	72.7	15.2	5.0	2.0	3.0	2.0	-	100.0	100.0	100.0

Table E-12

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in English, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	45	12	9	3	1	2	-	72	20	92
	62.5	16.7	12.5	4.2	1.4	2.8	-	100.0	41.7	19.9
1973-74	45	15	5	3	-	-	-	68	10	78
	66.2	22.0	7.4	4.4	-	-	-	100.0	20.8	16.8
1974-75	38	10	8	2	-	-	1	59	14	73
	64.4	16.9	13.6	3.4	-	-	1.7	100.0	29.2	15.8
1975-76	42	11	3	-	-	1	-	57	4	61
	73.7	19.3	5.3	-	-	1.8	-	100.0	8.3	13.2
1976-77	58	10	4	1	-	-	-	73	-	73
	79.4	13.7	5.5	1.4	-	-	-	100.0	-	15.8
1977-78	64	18	4	-	-	-	-	86	-	86
	74.4	20.9	4.6	-	-	-	-	100.0	-	18.6
Six year total	292	76	33	9	1	3	1	415	48	463
	70.4	18.3	8.0	2.2	0.2	0.7	0.2	100.0	100.0	100.0

Table E-13

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in French, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	41	4	7	1	8	2	1	64	5	69
	64.1	6.3	10.9	1.6	12.5	3.1	1.6	100.0	25.0	25.1
1973-74	25	2	2	-	3	-	-	32	10	42
	78.1	6.2	6.2	-	9.4	-	-	100.0	50.0	15.3
1974-75	31	3	1	2	9	-	-	46	4	50
	67.4	6.5	2.2	4.3	19.6	-	-	100.0	20.0	18.2
1975-76	33	2	1	2	-	-	-	38	1	39
	86.8	5.3	2.6	5.3	-	-	-	100.0	5.0	14.2
1976-77	31	1	1	-	2	-	2	37	-	37
	83.8	2.7	2.7	-	5.4	-	5.4	100.0	-	13.4
1977-78	31	2	-	3	-	1	1	38	-	38
	81.6	5.3	-	7.9	-	2.6	2.6	100.0	-	13.8
Six year total	192	14	12	8	22	3	4	255	20	275
	75.3	5.5	4.7	3.1	8.6	1.2	1.6	100.0	100.0	100.0

Table E-14

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in German, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	3	3	3	-	-	5	-	14	5	19
	21.4	21.4	21.4	-	-	35.7	-	100.0	45.4	25.3
1973-74	7	1	-	-	-	2	-	10	3	13
	70.0	10.0	-	-	-	20.0	-	100.0	27.3	17.3
1974-75	8	-	1	-	-	6	-	15	2	17
	53.3	-	6.7	-	-	40.0	-	100.0	18.2	22.7
1975-76	2	-	3	-	-	2	-	7	1	8
	28.6	-	42.8	-	-	28.6	-	100.0	9.1	10.7
1976-77	6	2	-	-	-	3	-	11	-	11
	54.5	18.2	-	-	-	27.3	-	100.0	-	14.7
1977-78	2	2	-	-	-	2	1	7	-	7
	28.6	28.6	-	-	-	28.6	14.3	100.0	-	9.3
Six year total	28	8	7	-	-	20	1	64	11	75
	43.8	12.5	10.9	-	-	31.2	1.6	100.0	100.0	100.0

Table E-15

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Spanish, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	1	2	1	-	1	1	1	7	-	7
	14.3	28.6	14.3	-	14.3	14.3	14.3	100.0	-	17.5
1973-74	3	-	-	-	-	1	1	5	1	6
	60.0	-	-	-	-	20.0	20.0	100.0	50.0	15.0
1974-75	4	2	1	-	-	1	1	9	-	9
	44.4	22.2	11.2	-	-	11.2	11.2	100.0	-	22.5
1975-76	2	-	1	-	-	2	-	5	1	6
	40.0	-	20.0	-	-	40.0	-	100.0	50.0	15.0
1976-77	4	1	-	-	-	1	-	6	-	6
	66.7	16.7	-	-	-	16.7	-	100.0	-	15.0
1977-78	4	1	1	-	-	-	-	6	-	6
	66.7	16.7	16.7	-	-	-	-	100.0	-	15.0
Six year total	18	6	4	-	1	6	3	38	2	40
	47.4	15.8	10.5	-	2.6	15.8	7.9	100.0	100.0	100.0

Table E-16

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Philosophy, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	16	7	5	1	-	-	3	32	14	46
	50.0	21.9	15.6	3.1	-	-	9.4	100.0	63.6	20.4
1973-74	27	9	3	-	-	-	1	40	5	45
	67.5	22.5	7.5	-	-	-	2.5	100.0	22.7	20.0
1974-75	18	11	4	2	1	-	-	36	2	38
	50.0	30.6	11.1	5.6	2.8	-	-	100.0	9.1	16.9
1975-76	17	13	-	-	1	1	-	32	1	33
	53.1	40.6	-	-	3.1	3.1	-	100.0	4.5	14.7
1976-77	19	6	3	2	-	1	1	32	-	32
	59.4	18.8	9.4	6.3	-	3.1	3.1	100.0	-	14.2
1977-78	17	6	3	-	2	-	3	31	-	31
	54.8	19.4	9.7	-	6.5	-	9.7	100.0	-	13.7
Six year total	114	52	18	5	4	2	8	203	22	225
	56.2	25.6	8.9	2.5	2.0	1.0	3.9	100.0	100.0	100.0

Table E-17

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Religious Studies, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	27	9	4	1	1	-	-	42	-	42
	64.3	21.4	9.5	2.4	2.4	-	-	100.0	-	19.7
1973-74	18	5	-	-	-	1	-	24	-	24
	75.0	20.8	-	-	-	4.2	-	100.0	-	11.3
1974-75	21	4	6	1	1	2	-	35	6	41
	60.0	11.4	17.1	2.9	2.9	5.7	-	100.0	85.7	19.2
1975-76	28	6	-	-	-	-	-	34	1	35
	82.4	17.6	-	-	-	-	-	100.0	14.3	16.4
1976-77	27	10	1	-	-	-	1	39	-	39
	69.2	25.6	2.6	-	-	-	2.6	100.0	-	18.3
1977-78	20	5	1	2	1	2	1	32	-	32
	62.5	15.6	3.1	6.3	3.1	6.3	3.1	100.0	-	15.0
Six year total	141	39	12	4	3	5	2	206	7	213
	68.4	18.9	5.8	1.9	1.5	2.4	1.0	100.0	100.0	100.0

Table E-18

Citizenship by Geographic Area of New Appointments in Anthropology and Archaeology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	19	21	2	1	-	-	1	44	7	51
	43.2	47.7	4.6	2.3	-	-	2.3	100.0	50.0	20.6
1973-74	8	16	-	1	1	-	-	26	1	27
	30.8	61.5	-	3.8	3.8	-	-	100.0	7.1	10.9
1974-75	16	14	5	-	1		1	37	2	39
	43.2	37.8	13.5	-	2.7		2.7	100.0	14.3	15.7
1975-76	26	11	1	-	1	2	1	42	3	45
	61.9	26.2	2.4	-	2.4	4.8	2.4	100.0	21.4	18.2
1976-77	22	15	1	-	-	2	2	42	1	43
	52.4	35.7	2.4	-	-	4.8	4.8	100.0	7.1	17.3
1977-78	20	18	4	-	1	-	-	43	-	43
	46.5	41.9	9.3	-	2.3	-	-	100.0	-	17.3
Six year total	111	95	13	2	4	4	5	234	14	248
	47.4	40.6	5.6	0.8	1.7	1.7	2.1	100.0	100.0	100.0

Table E-19

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Commerce and Business Administration, 1972-73 to 1977-78

Year of Appointment	Canada	U.S.	U.K.	Other Common-wealth	France Belgium	Other Europe	Other Countries	Sub-Total	N.R.	Total
1972-73	72 (64.9)	23 (20.7)	4 (3.6)	1 (0.9)	1 (0.9)	2 (1.8)	8 (7.2)	111 (100.0)	27 (32.5)	138 (12.4)
1973-74	90 (67.2)	30 (22.4)	-	1 (0.7)	5 (3.7)	2 (1.5)	6 (4.5)	134 (100.0)	23 (27.7)	157 (14.1)
1974-75	128 (66.0)	37 (19.1)	9 (4.6)	9 (4.6)	2 (1.0)	2 (1.0)	7 (3.6)	194 (100.0)	15 (18.1)	209 (18.8)
1975-76	111 (60.0)	39 (21.1)	9 (4.9)	4 (2.2)	7 (3.8)	4 (2.2)	11 (5.9)	185 (100.0)	8 (9.6)	193 (17.3)
1976-77	121 (58.2)	37 (17.8)	16 (7.7)	9 (4.3)	10 (4.8)	3 (1.4)	12 (5.8)	208 (100.0)	2 (2.4)	210 (18.9)
1977-78	130 (65.6)	26 (13.1)	10 (5.1)	8 (4.0)	8 (4.0)	5 (2.5)	11 (5.6)	198 (100.0)	8 (9.7)	206 (18.5)
Six-Year Total	652 (63.3)	192 (18.6)	48 (4.7)	32 (3.1)	33 (3.2)	18 (1.7)	55 (5.3)	1,030 (100.0)	83	1,113

Table E-20

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Economics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	55	17	5	3	1	3	4	88	23	111
	62.5	19.3	5.7	3.4	1.1	3.4	4.5	100.0	62.2	19.3
1973-74	44	12	2	1	1	4	2	66	5	71
	66.7	18.2	3.0	1.5	1.5	6.1	3.0	100.0	13.5	12.3
1974-75	65	34	6	1	4	4	4	118	4	122
	55.1	28.8	5.1	0.8	3.4	3.4	3.4	100.0	10.8	21.2
1975-76	44	13	11	7	-	4	4	83	3	86
	53.0	15.7	13.3	8.4	-	4.8	4.8	100.0	8.1	14.9
1976-77	44	11	9	7	2	4	7	84	-	84
	52.4	13.1	10.7	8.3	2.4	4.8	8.3	100.0	-	14.6
1977-78	57	11	14	6	3	2	7	100	2	102
	57.0	11.0	14.0	6.0	3.0	2.0	7.0	100.0	5.4	17.7
Six year total	309	98	47	25	11	21	28	539	37	576
	57.3	18.2	8.7	4.6	2.0	3.9	5.2	100.0	100.0	100.0

Table E-21

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Geography, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	21	4	14	2	4	1	1	47	14	61
	44.7	8.5	29.8	4.2	8.5	2.1	2.1	100.0	42.4	17.7
1973-74	23	2	13	1	2	-	2	43	4	47
	53.5	4.7	30.2	2.3	4.6	-	4.6	100.0	12.1	13.6
1974-75	28	8	13	2	1	3	2	57	5	62
	49.1	14.0	22.8	3.5	1.8	5.3	3.5	100.0	15.2	18.0
1975-76	21	6	12	3	3	1	-	46	7	53
	45.6	13.0	26.1	6.5	6.5	2.2	-	100.0	21.2	15.4
1976-77	37	6	11	5	1	1	6	67	3	70
	55.2	9.0	16.4	7.5	1.5	1.5	9.0	100.0	9.1	20.3
1977-78	31	6	9	1	-	3	2	52	-	52
	59.6	11.5	17.3	1.9	-	5.8	3.8	100.0	-	15.1
Six year total	161	32	72	14	11	9	13	312	33	345
	51.6	10.2	23.1	4.5	3.5	2.9	4.2	100.0	100.0	100.0

Table E-22

Citizenship by Geographic Area of Newly Appointed University Teachers in Law, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	53	2	13	8	5	2	3	86	7	93
	61.6	2.3	15.1	9.3	5.8	2.3	3.5	100.0	26.9	20.0
1973-74	32	3	9	5	1	-	-	50	4	54
	64.0	6.0	18.0	10.0	2.0	-	-	100.0	15.4	11.6
1974-75	46	11	13	9	3	-	1	83	8	91
	55.4	13.3	15.7	10.8	3.6	-	1.2	100.0	30.8	19.6
1975-76	41	2	13	2	-	-	5	63	5	68
	65.1	3.2	20.6	3.2	-	-	7.9	100.0	19.2	14.6
1976-77	60	8	9	5	-	2	1	85	1	86
	70.6	9.4	10.6	5.9	-	2.4	1.2	100.0	3.8	18.5
1977-78	50	3	14	3	-	-	1	71	1	72
	70.4	4.2	19.7	4.2	-	-	1.4	100.0	3.8	15.5
Six year total	282	29	71	32	9	4	11	438	26	464
	64.4	6.6	16.2	7.3	2.1	0.9	2.5	100.0	100.0	100.0

Table E-23

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Political Science, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	38	10	5	-	1	-	-	54	17	71
	70.4	18.5	9.3	-	1.8	-	-	100.0	58.6	18.6
1973-74	28	8	-	-	1	-	2	39	6	45
	71.8	20.5	-	-	2.6	-	5.1	100.0	20.7	11.8
1974-75	51	14	3	2	1	1	2	74	2	76
	68.9	18.9	4.0	2.7	1.4	1.4	2.7	100.0	6.9	19.9
1975-76	46	10	4	-	5	1	1	67	1	68
	68.6	14.9	6.0	-	7.5	1.5	1.5	100.0	3.4	17.8
1976-77	40	5	2	1	1	-	1	50	1	51
	80.0	10.0	4.0	2.0	2.0	-	2.0	100.0	3.4	13.4
1977-78	55	7	3	-	1	-	2	68	2	70
	80.9	10.3	4.4	-	1.5	-	2.9	100.0	6.9	18.4
Six year total	258	54	17	3	10	2	8	352	29	381
	73.3	15.3	4.8	0.9	2.8	0.6	2.3	100.0	100.0	100.0

Table E-24

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Psychology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	59	38	7	3	3	4	2	116	19	135
	50.9	32.8	6.0	2.6	2.6	3.4	1.7	100.0	45.2	18.5
1973-74	60	21	2	-	-	3	2	88	10	98
	68.2	23.9	2.3	-	-	3.4	2.3	100.0	23.8	13.5
1974-75	63	35	6	1	-	-	1	106	7	113
	59.4	33.0	5.7	0.9	-	-	0.9	100.0	16.7	15.5
1975-76	70	46	5	4	-	4	1	130	5	135
	53.8	35.4	3.8	3.1	-	3.1	0.8	100.0	11.9	18.5
1976-77	79	34	3	1	1	1	2	121	1	122
	65.3	28.1	2.5	0.8	0.8	0.8	1.7	100.0	2.4	16.8
1977-78	85	32	4	2	1	-	1	125	-	125
	68.0	25.6	3.2	1.6	0.8	-	0.8	100.0	-	17.2
Six year total	416	206	27	11	5	12	9	686	42	728
	60.6	30.0	3.9	1.6	0.7	1.7	1.3	100.0	100.0	100.0

Table E-25

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Social Work, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	20	4	-	-	-	-	-	24	3	27
	83.3	16.7	-	-	-	-	-	100.0	30.0	11.0
1973-74	31	9	1	-	1	1	-	43	2	45
	72.1	20.9	2.3	-	2.3	2.3	-	100.0	20.0	18.4
1974-75	28	11	2	-	1	-	-	42	3	45
	66.7	26.2	4.8	-	2.4	-	-	100.0	30.0	18.4
1975-76	39	5	1	-	-	-	-	45	1	46
	86.7	11.1	2.2	-	-	-	-	100.0	10.0	18.8
1976-77	32	4	-	-	-	-	2	38	-	38
	84.2	10.5	-	-	-	-	5.3	100.0	-	15.5
1977-78	31	8	1	-	2	-	1	43	1	44
	72.1	18.6	2.3	-	4.7	-	2.3	100.0	10.0	18.0
Six year total	181	41	5	-	4	1	3	235	10	245
	77.0	17.4	2.1	-	1.7	0.4	1.3	100.0	100.0	100.0

Table E-26

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Sociology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	55	15	5	2	-	4	1	82	20	102
	67.1	18.3	6.1	2.4	-	4.9	1.2	100.0	35.7	17.3
1973-74	55	17	2	2	1	2	3	82	10	92
	67.1	20.7	2.4	2.4	1.2	2.4	3.7	100.0	17.8	15.6
1974-75	63	26	5	-	-	3	4	101	6	107
	62.4	25.7	5.0	-	-	3.0	4.0	100.0	10.7	18.1
1975-76	59	17	7	2	1	-	4	90	13	103
	65.6	18.9	7.8	2.2	1.1	-	4.4	100.0	23.2	17.4
1976-77	68	17	6	1	3	2	3	100	2	102
	68.0	17.0	6.0	1.0	3.0	2.0	3.0	100.0	3.6	17.3
1977-78	54	15	3	1	1	3	2	79	5	84
	68.4	19.0	3.8	1.3	1.3	3.8	2.5	100.0	8.9	14.2
Six year total	354	107	28	8	6	14	17	534	56	590
	66.3	20.0	5.2	1.5	1.1	2.6	3.2	100.0	100.0	100.0

Table E-27

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Agriculture, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	8	4	2	2	-	-	2	18	2	20
	44.4	22.2	11.1	11.1	-	-	11.1	100.0	15.4	18.2
1973-74	10	5	1	-	-	-	1	17	4	21
	58.8	29.4	5.9	-	-	-	5.9	100.0	30.8	19.1
1974-75	10	2	2	-	-	-	-	14	6	20
	71.4	14.3	14.3	-	-	-	-	100.0	46.2	18.2
1975-76	8	2	-	-	-	1	1	12	1	13
	66.7	16.7	-	-	-	8.3	8.3	100.0	7.7	11.8
1976-77	12	4	-	1	1	3	1	22	-	22
	54.5	18.2	-	4.5	4.5	13.6	4.5	100.0	-	20.0
1977-78	11	2	1	-	-	-	-	14	-	14
	78.6	14.3	7.1	-	-	-	-	100.0	-	12.7
Six year total	59	19	6	3	1	4	5	97	13	110
	60.8	19.6	6.2	3.1	1.0	4.1	5.2	100.0	100.0	100.0

Table E-28

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Biological Sciences, 1972-73 to 1977-78 *

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	40	12	2	1	1	2	1	59	16	75
	67.8	20.3	3.4	1.7	1.7	3.4	1.7	100.0	47.0	17.2
1973-74	34	21	8	3	-	2	1	69	6	75
	49.3	30.4	11.6	4.3	-	2.9	1.4	100.0	17.6	17.2
1974-75	56	13	3	4	2	-	1	79	6	85
	70.9	16.4	3.8	5.1	2.5	-	1.3	100.0	17.6	19.5
1975-76	54	17	4	4	-	-	-	79	5	84
	68.4	21.5	5.1	5.1	-	-	-	100.0	14.7	19.3
1976-77	28	19	4	2	1	1	1	56	-	56
	50.0	33.9	7.1	3.6	1.8	1.8	1.8	100.0	-	12.8
1977-78	41	12	5	-	-	1	1	60	1	61
	68.3	20.0	8.3	-	-	1.7	1.7	100.0	2.9	14.0
Six year total	253	94	26	14	4	6	5	402	34	436
	62.9	23.4	6.5	3.5	1.0	1.5	1.2	100.0	100.0	100.0

* Includes Biology, Botany and Zoology

Table E-29

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Household Science, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	12	6	1	1	-	-	-	20	2	22
	60.0	30.0	5.0	5.0	-	-	-	100.0	22.2	16.5
1973-74	16	3	-	-	-	-	-	19	3	22
	84.2	15.8	-	-	-	-	-	100.0	33.3	16.5
1974-75	11	6	2	-	-	-	-	19	3	22
	57.9	31.6	10.5	-	-	-	-	100.0	33.3	16.5
1975-76	11	3	1	1	-	1	1	18	1	19
	61.1	16.7	5.6	5.6	-	5.6	5.6	100.0	11.1	14.3
1976-77	19	3	-	-	-	-	-	22	-	22
	86.4	13.6	-	-	-	-	-	100.0	-	16.5
1977-78	17	6	-	1	-	-	2	26	-	26
	65.4	23.1	-	3.8	-	-	7.7	100.0	-	19.5
Six year total	86	27	4	3	-	1	3	124	9	133
	69.4	21.8	3.2	2.4	-	0.8	2.4	100.0	100.0	100.0

Table E-30

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Veterinary Medicine, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	17	7	1	3	-	2	2	32	-	32
	53.1	21.9	3.1	9.4	-	6.3	6.2	100.0	-	22.4
1973-74	11	4	5	1	-	1	1	23	-	23
	47.8	17.4	21.7	4.3	-	4.3	4.3	100.0	-	16.1
1974-75	17	5	1	1	-	1	3	28	-	28
	60.7	17.8	3.6	3.6	-	3.6	10.7	100.0	-	19.6
1975-76	11	8	-	3	-	2	-	24	-	24
	45.8	33.3	-	12.5	-	8.3	-	100.0	-	16.8
1976-77	13	6	2	2	-	1	2	26	-	26
	50.0	23.1	7.7	7.7	-	3.8	7.7	100.0	-	18.2
1977-78	9	-	-	-	1	-	-	10	-	10
	90.0	-	-	-	10.0	-	-	100.0	-	7.0
Six year total	78	30	9	10	1	7	8	143	-	143
	54.5	21.0	6.3	7.0	0.7	4.9	5.5	100.0	-	100.0

Table E-31

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Architecture, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	11	2	1	-	1	-	1	16	3	19
	68.8	12.5	6.3	-	6.2	-	6.2	100.0	25.0	18.4
1973-74	5	2	1	-	-	-	-	8	1	9
	62.5	25.0	12.5	-	-	-	-	100.0	8.3	8.7
1974-75	14	1	2	-	-	4	1	22	2	24
	63.6	4.5	9.1	-	-	18.2	4.5	100.0	16.7	23.3
1975-76	6	1	1	1	1	-	-	10	3	13
	60.0	10.0	10.0	10.0	10.0	-	-	100.0	25.0	12.6
1976-77	7	2	2	1	-	1	-	13	-	13
	53.8	15.4	15.4	7.7	-	7.7	-	100.0	-	12.6
1977-78	17	2	1	-	-	1	1	22	3	25
	77.3	9.1	4.5	-	-	4.5	4.5	100.0	25.0	24.3
Six year total	60	10	8	2	2	6	3	91	12	103
	65.9	11.0	8.8	2.2	2.2	6.6	3.3	100.0	100.0	100.0

Table E-32

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Chemical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	5	-	-	-	-	-	-	5	4	9
	100.0	-	-	-	-	-	-	100.0	80.0	17.0
1973-74	8	1	-	-	-	1	-	10	-	10
	80.0	10.0	-	-	-	10.0	-	100.0	-	18.9
1974-75	2	-	1	2	-	1	-	6	1	7
	33.3	-	16.7	33.3	-	16.7	-	100.0	20.0	13.2
1975-76	4	-	-	1	2	-	1	8	-	8
	50.0	-	-	12.5	25.0	-	12.5	100.0	-	15.1
1976-77	4	-	-	1	3	1	-	9	-	9
	44.4	-	-	11.1	33.3	11.1	-	100.0	-	17.0
1977-78	6	-	2	1	-	-	1	10	-	10
	60.0	-	20.0	10.0	-	-	10.0	100.0	-	18.9
Six year total	29	1	3	5	5	3	2	48	5	53
	60.4	2.1	6.2	10.4	10.4	6.2	4.2	100.0	100.0	100.0

Table E-33

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Civil Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	10	1	2	-	-	-	1	14	8	22
	71.4	7.1	14.3	-	-	-	7.1	100.0	66.7	20.6
1973-74	8	1	1	1	-	-	3	14	-	14
	57.1	7.1	7.1	7.1	-	-	21.4	100.0	-	13.1
1974-75	6	1	1	-	-	-	1	9	-	9
	66.7	11.1	11.1	-	-	-	11.1	100.0	-	8.4
1975-76	7	1	3	3	-	-	2	16	1	17
	43.8	6.3	18.8	18.8	-	-	12.5	100.0	8.3	15.9
1976-77	15	2	3	5	-	1	1	27	1	28
	55.6	7.4	11.1	18.5	-	3.7	3.7	100.0	8.3	26.2
1977-78	10	1	-	1	1	2	-	15	2	17
	66.7	6.7	-	6.7	6.7	13.3	-	100.0	16.7	15.9
Six year total	56	7	10	10	1	3	8	95	12	107
	58.9	7.4	10.5	10.5	1.0	3.2	8.4	100.0	100.0	100.0

Table E-34

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Electrical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	6	4	1	-	2	-	2	15	3	18
	40.0	26.7	6.7	-	13.3	-	13.3	100.0	50.0	14.5
1973-74	8	1	-	3	1	2	1	16	2	18
	50.0	6.2	-	18.8	6.2	12.5	6.2	100.0	33.3	14.5
1974-75	8	-	3	1	1	-	1	14	-	14
	57.2	-	21.4	7.1	7.1	-	7.1	100.0	-	11.3
1975-76	13	2	1	1	1	2	4	24	1	25
	54.2	8.3	4.2	4.2	4.2	8.3	16.7	100.0	16.7	20.2
1976-77	13	1	3	2	2	-	3	24	-	24
	54.2	4.2	12.5	8.3	8.3	-	12.5	100.0	-	19.4
1977-78	18	1	1	1	-	-	4	25	-	25
	72.0	4.0	4.0	4.0	-	-	16.0	100.0	-	20.2
Six year total	66	9	9	8	7	4	15	118	6	124
	55.9	7.6	7.6	6.8	5.9	3.4	12.7	100.0	100.0	100.0

Table E-35

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Mechanical Engineering, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	3	-	3	-	3	1	-	10	1	11
	30.0	-	30.0	-	30.0	10.0	-	100.0		10.1
1973-74	7	-	1	2	-	1	-	11	-	11
	63.6	-	9.1	18.2	-	9.1	-	100.0	-	10.1
1974-75	9	2	2	1	-	-	-	14	2	16
	64.3	14.3	14.3	7.1	-	-	-	100.0		14.7
1975-76	14	1	3	1	-	1	2	22	2	24
	63.6	4.5	13.6	4.5	-	4.5	9.1	100.0		22.0
1976-77	14	1	2	-	-	-	3	20	1	21
	70.0	5.0	10.0	-	-	-	15.0	100.0		19.3
1977-78	20	-	1	1	-	-	2	24	2	26
	83.3	-	4.2	4.2	-	-	8.3	100.0		23.8
Six year total	67	4	12	5	3	3	7	101	8	109
	66.3	4.0	11.9	5.0	3.0	3.0	6.9	100.0	100.0	100.0

Table E-36

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Forestry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	2	-	1	-	-	-	-	3	4	7
	66.7	-	33.3	-	-	-	-	100.0	40.0	14.0
1973-74	3	1	-	-	-	1	-	5	3	8
	60.0	20.0	-	-	-	20.0	-	100.0	30.0	16.0
1974-75	7	6	-	-	-	-	-	13	3	16
	53.8	46.2	-	-	-	-	-	100.0	30.0	32.0
1975-76	6	1	-	-	-	-	-	7	-	7
	85.7	14.3	-	-	-	-	-	100.0	-	14.0
1976-77	2	-	-	-	-	-	-	2	-	2
	100.0	-	-	-	-	-	-	100.0	-	4.0
1977-78	6	3	-	1	-	-	-	10	-	10
	60.0	30.0	-	10.0	-	-	-	100.0	-	20.0
Six year total	26	11	1	1	-	1	-	40	10	50
	65.0	27.5	2.5	2.5	-	2.5	-	100.0	100.0	100.0

Table E-37

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Dentistry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	12	-	-	1	-	1	-	14	3	17
	85.7	-	-	7.1	-	7.1	-	100.0	30.0	10.6
1973-74	18	1	3	3	-	2	-	27	1	28
	66.7	3.7	11.1	11.1	-	7.4	-	100.0	10.0	17.4
1974-75	17	1	4	2	-	1	3	28	5	33
	60.7	3.6	14.3	7.1	-	3.6	10.7	100.0	50.0	20.5
1975-76	19	3	6	5	-	1	-	34	-	34
	55.9	8.8	17.6	14.7	-	2.9	-	100.0	-	21.1
1976-77	12	5	2	3	1	1	-	24	-	24
	50.0	20.8	8.3	12.5	4.2	4.2	-	100.0	-	14.9
1977-78	16	2	4	1	-	-	1	24	1	25
	66.7	8.3	16.7	4.2	-	-	4.2	100.0	10.0	15.5
Six year total	94	12	19	15	1	6	4	151	10	161
	62.2	7.9	12.6	9.9	0.7	4.0	2.6	100.0	100.0	100.0

Table E-38

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Medicine, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	14	1	3	1	2	-	2	23	20	43
	60.9	4.3	13.0	4.3	8.7	-	8.7	100.0	69.0	20.4
1973-74	19	-	5	-	-	-	-	24	3	27
	79.2	-	20.8	-	-	-	-	100.0	10.3	12.8
1974-75	14	1	4	2	1	-	3	25	1	26
	56.0	4.0	16.0	8.0	4.0	-	1.2	100.0	3.4	12.3
1975-76	29	2	4	2	-	-	2	39	4	43
	74.4	5.1	10.3	5.1	-	-	5.1	100.0	13.8	20.4
1976-77	24	2	4	1	1	1	4	37	-	37
	64.9	5.4	10.8	2.7	2.7	2.7	10.8	100.0	-	17.5
1977-78	20	1	7	2	-	1	3	34	1	35
	58.8	2.9	20.6	5.9	-	2.9	8.8	100.0	3.4	16.6
Six year total	120	7	27	8	4	2	14	182	29	211
	65.9	3.8	14.8	4.4	2.2	1.1	7.7	100.0	100.0	100.0

Table E-39

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Basic Medicine Sciences, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	18	3	7	-	-	2	3	33	8	41
	54.5	9.1	21.2	-	-	6.1	9.1	100.0	57.1	17.9
1973-74	23	10	7	4	-	1	2	47	2	49
	48.9	21.3	14.9	8.5	-	2.1	4.3	100.0	14.3	21.4
1974-75	18	5	2	1	-	-	1	27	1	28
	66.7	18.5	7.4	3.7	-	-	3.7	100.0	7.1	12.2
1975-76	19	4	-	3	-	1	1	28	3	31
	67.9	14.3	-	10.7	-	3.6	3.6	100.0	21.4	13.5
1976-77	31	3	3	4	-	2	-	43	-	43
	72.1	7.0	7.0	9.3	-	4.6	-	100.0	-	18.8
1977-78	27	2	7	-	-	-	1	37	-	37
	73.0	5.4	18.9	-	-	-	2.7	100.0	-	16.2
Six year total	136	27	26	12	-	6	8	215	14	229
	63.2	12.6	12.1	5.6	-	2.8	3.7	100.0	100.0	100.0

Table E-40

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Medical Specializations 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	58	5	8	9	2	4	4	90	20	110
	64.4	5.6	8.9	10.0	2.2	4.4	4.4	100.0	57.1	18.8
1973-74	69	10	14	5	-	7	4	109	6	115
	63.3	9.2	12.8	4.6	-	6.4	3.7	100.0	17.1	19.6
1974-75	51	5	10	1	1	6	9	83	8	91
	61.4	6.0	12.0	1.2	1.2	7.2	10.8	100.0	22.9	15.5
1975-76	76	3	7	6	1	2	3	98	1	99
	77.6	3.1	7.1	6.1	1.0	2.0	3.1	100.0	2.9	16.9
1976-77	62	4	9	4	-	2	3	84	-	84
	73.8	4.8	10.7	4.8	-	2.4	3.6	100.0	-	14.3
1977-78	66	3	9	2	2	3	2	87	-	87
	75.9	3.4	10.3	2.3	2.3	3.4	2.3	100.0	-	14.8
Six year total	382	30	57	27	6	24	25	551	35	586
	69.3	5.4	10.3	4.9	1.1	4.4	4.5	100.0	100.0	100.0

Table E-41

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Surgery Specializations 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	14	-	3	3	-	-	2	22	14	36
	63.6	-	13.6	13.6	-	-	9.1	100.0	70.0	18.1
1973-74	24	1	7	3	-	1	3	39	1	40
	61.5	2.6	17.9	7.7	-	2.6	7.7	100.0	5.0	20.1
1974-75	23	-	3	1	-	-	1	28	4	32
	82.1	-	10.7	3.6	-	-	3.6	100.0	20.0	16.1
1975-76	20	1	4	1	-	-	1	27	1	28
	74.1	3.7	14.8	3.7	-	-	3.7	100.0	5.0	14.1
1976-77	22	-	3	1	-	-	-	26	-	26
	84.6	-	11.5	3.8	-	-	-	100.0	-	13.1
1977-78	30	1	5	-	-	-	1	37	-	37
	81.1	2.7	13.5	-	-	-	2.7	100.0	-	18.6
Six year total	133	3	25	9	-	1	8	179	20	199
	74.3	1.7	14.0	5.0	-	0.6	4.5	100.0	100.0	100.0

Table E-42

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Nursing, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	53	5	-	2	-	-	-	60	17	77
	88.3	8.3	-	3.3	-	-	-	100.0	43.6	12.7
1973-74	68	12	3	2	-	1	-	86	8	94
	79.1	14.0	3.5	2.3	-	1.2	-	100.0	20.5	15.5
1974-75	98	12	1	2	-	-	2	115	9	124
	85.2	10.4	0.9	1.7	-	-	1.7	100.0	23.1	20.4
1975-76	91	8	1	1	-	-	2	103	3	106
	88.3	7.8	1.0	1.0	-	-	1.9	100.0	7.7	17.5
1976-77	82	12	5	-	-	-	1	100	-	100
	82.0	12.0	5.0	-	-	-	1.0	100.0	-	16.5
1977-78	95	8	-	1	-	-	-	104	2	106
	91.3	7.7	-	1.0	-	-	-	100.0	5.1	17.5
Six year total	487	57	10	8	-	1	5	568	39	607
	85.7	10.0	1.8	1.4	-	0.2	0.9	100.0	100.0	100.0

Table E-43

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Pharmacy, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	8	2	-	-	-	-	1	11	1	12
	72.7	18.2	-	-	-	-	9.1	100.0	25.0	17.4
1973-74	4	-	3	-	-	1	-	8	1	9
	50.0	-	37.5	-	-	12.5	-	100.0	25.0	13.0
1974-75	6	2	1	-	-	-	1	10	1	11
	60.0	20.0	10.0	-	-	-	10.0	100.0	25.0	15.9
1975-76	11	1	1	-	-	-	1	14	1	15
	78.6	7.1	7.1	-	-	-	7.1	100.0	25.0	21.7
1976-77	8	1	1	-	-	-	-	10	-	10
	80.0	10.0	10.0	-	-	-	-	100.0	-	14.5
1977-78	10	1	1	-	-	-	-	12	-	12
	83.3	8.3	8.3	-	-	-	-	100.0	-	17.4
Six year total	47	7	7	-	-	1	3	65	4	69
	72.3	10.8	10.8	-	-	1.5	4.6	100.0	100.0	100.0

Table E-44

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Applied Mathematics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	20	7	5	1	2	2	2	39	4	43
	51.3	17.9	12.8	2.6	5.1	5.1	5.1	100.0	33.3	15.5
1973-74	23	8	3	2	4	6	3	49	3	52
	46.9	16.3	6.1	4.1	8.2	12.2	6.1	100.0	25.0	18.8
1974-75	19	8	5	2	-	3	4	41	3	44
	46.3	19.5	12.2	4.9	-	7.3	9.8	100.0	25.0	15.9
1975-76	29	10	2	2	2	3	6	54	1	55
	53.7	18.5	3.7	3.7	3.7	5.6	11.1	100.0	8.3	19.8
1976-77	24	6	3	4	1	3	6	47	1	48
	51.1	12.8	6.4	8.5	2.1	6.4	12.8	100.0	8.3	17.3
1977-78	26	3	-	1	1	1	3	35	-	35
	74.3	8.6	-	2.8	2.8	2.8	8.6	100.0	-	12.6
Six year total	141	42	18	12	10	18	24	265	12	277
	53.2	15.8	6.8	4.5	3.8	6.8	9.0	100.0	100.0	100.0

Table E-45

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Mathematics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	37	17	4	2	3	8	7	78	20	98
	47.4	21.8	5.1	2.6	3.8	10.2	9.0	100.0	51.3	22.6
1973-74	23	7	2	7	3	7	5	54	8	62
	42.6	13.0	3.7	13.0	5.6	13.0	9.2	100.0	20.5	14.3
1974-75	35	10	4	3	3	2	2	59	4	63
	59.3	16.9	6.8	5.1	5.1	3.4	3.4	100.0	10.3	14.5
1975-76	28	10	4	7	2	6	4	61	6	67
	45.9	16.4	6.6	11.5	3.3	9.8	6.6	100.0	15.4	15.4
1976-77	37	14	7	5	1	7	6	77	-	77
	48.0	18.2	9.1	6.5	1.3	9.1	7.8	100.0	-	17.7
1977-78	41	9	4	2	5	2	3	66	1	67
	62.1	13.6	6.1	3.0	7.6	3.0	4.5	100.0	2.6	15.4
Six year total	201	67	25	26	17	32	27	395	39	434
	50.9	17.0	6.3	6.6	4.3	8.1	6.8	100.0	100.0	100.0

Table E-46

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Mathematical Statistics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	13	3	2	-	1	-	2	21	-	21
	61.9	14.3	9.5	-	4.8	-	9.5	100.0	-	23.1
1973-74	8	1	3	3	1	1	-	17	-	17
	47.1	5.9	17.6	17.6	5.9	5.9	-	100.0	-	18.7
1974-75	4	1	1	3	-	2	-	11	1	12
	36.4	9.1	9.1	27.3	-	18.2	-	100.0	100.0	13.2
1975-76	5	5	1	2	-	2	1	16	-	16
	31.2	31.2	6.3	12.5	-	12.5	6.3	100.0	-	17.6
1976-77	5	1	-	3	-	1	-	10	-	10
	50.0	10.0	-	30.0	-	10.0	-	100.0	-	11.0
1977-78	7	1	2	3	-	1	1	15	-	15
	46.7	6.7	13.3	10.0	-	6.7	6.7	100.0	-	16.5
Six year total	42	12	9	14	2	7	4	90	1	91
	46.7	13.3	10.0	15.6	2.2	7.8	4.4	100.0	100.0	100.0

Table E-47

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Chemistry, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	16	6	6	-	-	-	1	29	8	37
	55.2	20.7	20.7	-	-	-	3.4	100.0	33.3	16.0
1973-74	17	2	4	-	1	1	1	26	2	28
	65.4	7.7	15.4	-	3.8	3.8	3.8	100.0	8.3	12.1
1974-75	17	4	10	-	-	2	1	34	7	41
	50.0	11.8	29.4	-	-	5.9	2.9	100.0	29.2	17.7
1975-76	28	4	3	1	-	1	-	37	6	43
	75.7	10.8	8.1	2.7	-	2.7	-	100.0	25.0	18.6
1976-77	27	4	4	4	2	3	2	46	-	46
	58.7	8.7	8.7	8.7	4.3	6.5	4.3	100.0	-	19.9
1977-78	25	5	2	2	1	-	-	35	1	36
	71.4	14.3	5.7	5.7	2.9	-	-	100.0	4.2	15.6
Six year total	130	25	29	7	4	7	5	207	24	231
	62.8	12.1	14.0	3.4	1.9	3.4	2.4	100.0	100.0	100.0

Table E-48

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Geology, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	13	2	3	3	2	3	-	26	4	30
	50.0	7.7	11.5	11.5	7.7	11.5	-	100.0	36.4	18.9
1973-74	9	4	3	3	1	1	-	21	2	23
	42.8	19.0	14.3	14.3	4.8	4.8	-	100.0	18.2	14.5
1974-75	18	-	5	-	3	-	-	26	4	30
	69.2	-	19.2	-	11.5	-	-	100.0	36.4	18.9
1975-76	11	3	3	-	-	2	2	21	1	22
	52.4	14.3	14.3	-	-	9.5	9.5	100.0	9.1	13.8
1976-77	15	3	7	1	-	1	1	28	-	28
	53.6	10.7	25.0	3.6	-	3.6	3.6	100.0	-	17.6
1977-78	14	-	8	3	-	1	-	26	-	26
	53.8	-	30.8	11.5	-	3.8	-	100.0	-	16.4
Six year total	80	12	29	10	6	8	3	148	11	159
	54.0	8.1	19.6	6.8	4.0	5.4	2.0	100.0	100.0	100.0

Table E-49

Citizenship by Geographic Area of Newly Appointed Full-time University Teachers in Physics, 1972-73 to 1977-78

Year of Appointment	Canada	United States	United Kingdom	Other Commonwealth	France and Belgium	Other Europe	Other Countries	Sub-Total	Not reported	Total
1972-73	25	7	3	3	2	3	1	44	11	55
	56.8	15.9	6.8	6.8	4.5	6.8	2.3	100.0	64.7	24.7
1973-74	18	6	2	-	1	2	1	30	2	32
	60.0	20.0	6.7	-	3.3	6.7	3.3	100.0	11.8	14.3
1974-75	21	7	4	2	-	3	2	39	3	42
	53.8	17.9	10.3	5.1	-	7.7	5.1	100.0	17.6	18.8
1975-76	15	1	2	-	3	1	2	24	1	25
	62.5	4.2	8.3	-	12.5	4.2	8.3	100.0	5.9	11.2
1976-77	28	2	3	2	1	1	3	40	-	40
	70.0	5.0	7.5	5.0	2.5	2.5	7.5	100.0	-	17.9
1977-78	19	4	2	-	-	3	1	29	-	29
	65.5	13.8	6.9	-	-	10.3	3.4	100.0	-	13.0
Six year total	126	27	16	7	7	13	10	206	17	223
	61.2	13.1	7.8	3.4	3.4	6.3	4.8	100.0	100.0	100.0

APPENDIX F

Explanatory Notes

Statistics Canada has, since the academic year 1956-57, gathered on a biannual basis, until 1967-68, and then annually, the characteristics for all full-time teaching staff employed in public or private degree granting institutions. The characteristics collected have varied over the years and this study has concentrated on the major variables such as reporting institution, sex, salary, academic rank, year of birth, previous employment, Ph.D. qualifications, country of first degree and of citizenship, and principal subject taught.

Although the numbers presented are precise, they should be regarded more for their changes in magnitude than for their exactness. Occasionally, to achieve consistency, estimates have to be utilized, particularly for the discipline breakdown.

The complexity of developing historical series might best be explained with the difficulties encountered in working with the university teachers file of Statistics Canada, being that the number of institutions included varies. (For Table 8, 46 universities were selected).

Affiliated and federated institutions are reported under their parent university. Some independent reporting institutions were earlier affiliated with a parent university, e.g., Calgary with Alberta and Regina with Saskatchewan. This explains the sudden shifts in numbers for university in a particular year.

Another unique feature of the university teachers file is inclusion of other post-secondary university-related degree granting institutions, especially those of a religious nature. Three military colleges under federal auspices are also included. These institutions have been grouped into a residual category, "other institutions", but they represent only a small percentage of the total number of teachers, and do not markedly affect the results of the study. In most provinces, teachers' colleges were incorporated into the university system.

Only full-time teachers are included in this report; part-time faculty who probably have very different characteristics are excluded. It has been estimated that for many years, there were almost as many part-time as full-time faculty, teaching one or two courses as sessional lecturers, frequently in continuing education programs.

In some of the tables, the limitations of the data have been indicated. There is a probability that in the past, not every university has verified all of the characteristics of the individual faculty member such as the improvement of qualifications or changes in rank or citizenship. Moreover, universities have reported teachers by departmental affiliation which usually indicates the subject taught by the individual. But occasionally, a professor might have cross-appointments in two departments or might teach other related subjects.

Most appendices provide summary tables for the 8 major teaching fields: Education, Fine and Applied Arts, Humanities, Social Sciences, Agriculture and Biological Sciences, Engineering and Applied Sciences, Health Sciences, Mathematics and Physical Sciences and for the following disciplines:

Physical Education
Education

Music
Fine and Applied Arts

Classics
History
Library and Records Science
Mass Media Studies
English
French
German
Spanish
Philosophy
Religious Studies

Anthropology and Archaeology
Commerce, Business Administration
Economics
Geography
Law
Political Science
Psychology
Social Work
Sociology

Agriculture
Biology
Botany
Zoology
Household Sciences
Veterinary Medicine

Architecture
Chemical Engineering
Civil Engineering
Electrical Engineering
Mechanical Engineering
Forestry

Dentistry
Medicine
Basic Medicine Sciences
Medical Specializations
Surgery Specializations
Nursing
Pharmacy

Applied Mathematics
Mathematics
Mathematical Statistics
Chemistry
Geology
Physics

The residual category such as "other humanities", "other engineering", and some of the more disaggregated disciplines in the sciences have been excluded.

In spite of the above mentioned cautionary observations, the University Teachers File of Statistics Canada is probably one of the most comprehensive and annually updated sources of information available on university teachers and some of the socio-economic characteristics.* In the last two years, the universities have made strenuous efforts to upgrade, to verify and to supplement the information for each of their full-time faculty members.

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*Statistics Canada, Education, Science & Culture Division, has available on request, a detailed guide: University Full-time Teaching Staff Manual.